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## THE COUNCIL 28/2/13

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**Present:** Councillor Selwyn Griffiths (Chairman)  
Councillor Huw Edwards (Vice-chairman)

Councillors: Stephen Churchman, Endaf Cooke, Anwen Davies, Lesley Day, Eddie Dogan, David G. Edwards, Dyfed Edwards, Elwyn Edwards, Trevor Edwards, T. G. Ellis, Alan Jones Evans, Aled Ll. Evans, Jean Forsyth, Gweno Glyn, Simon Glyn, Gwen Griffith, Alwyn Gruffydd, Sian Gwenllian, Annwen Hughes, John B. Hughes, Louise Hughes, Jason Humphreys, Peredur Jenkins, Aeron Jones, Anne Ll. Jones, Brian Jones, Charles W. Jones, Dyfrig Jones, Elin Walker Jones, Eric M. Jones, John W. Jones, Linda W. Jones, Llywarch Bowen Jones, Sion W. Jones, Eryl Jones-Williams, Beth Lawton, Dilwyn Lloyd, June Marshall, Dafydd Meurig, Dilwyn Morgan, Linda Morgan, Christopher James O'Neal, Dewi Owen, Michael Sol Owen, W. Roy Owen, W. Tudor Owen, Nigel Pickavance, Peter Read, Caerwyn Roberts, John Pughe Roberts, Liz Saville Roberts, W. Gareth Roberts, Mair Rowlands, Angela Russell, Mike Stevens, Gareth Thomas, Ioan Thomas, Paul Thomas, Ann Williams, Eirwyn Williams, Elfed W. Williams, Gethin G. Williams, Gruffydd Williams, Hefin Williams, John W. Williams, Owain Williams, R.H. Wyn Williams, Mandy Williams-Davies, Robert J. Wright

**Also present:** Harry Thomas (Chief Executive), Dafydd Lewis and Dilwyn Williams (Corporate Directors), Dilys Phillips (Monitoring Officer / Head of Democratic and Legal Services), Dafydd Edwards (Head of Finance Department), Geraint George (Head of Strategic and Improvement Department), Morwenna Edwards (Head of Social Services, Housing and Leisure Department), Dewi Jones (Head of Education Department), Arwel Ellis Jones (Senior Manager – Corporate Commissioning Service), Janet Roberts (Senior Manager – Delivery and Support), Iwan Evans (Legal Services Manager), Geraint Owen (Senior Manager – Human Resources) and Gwyn Parry Williams (Member Support and Scrutiny Officer)

**Apologies:** Councillors Craig ab Iago, Chris Hughes, Dyfrig Siencyn, Eurig Wyn

The meeting was opened with a prayer from Councillor Aeron Jones.

### 1. MINUTES

The Chairman signed the minutes of the Council meetings held on 6 December 2012 and 24 January 2013, noting a correction to the minutes of 6 December 2012, the declaration of personal interest under the item "Council Tax – Discretionary Power to Allow Discounts", namely that Councillor Tom Ellis did not own a second home.

### 2. DECLARATION OF PERSONAL INTEREST

- (i) The Monitoring Officer drew attention to the item, "2013/14 Budget and Capital and Revenue Bids and 2013/14 – 2016/17 Financial Strategy". She noted that it was possible that a member could have an interest in a specific proposal within the capital and revenue bids package. If so, the interest would have to be declared, and if it was a prejudicial interest, he or she would have to withdraw from the meeting for that part of the discussion.

The Monitoring Officer also drew attention to the item "Pay Policy Statement for 2013/14" which affected the Corporate Directors and the Heads of Department. She suggested that those officers who were present should declare an interest and withdraw from the meeting during the discussion on the item.

- ii) Councillor Ioan Thomas declared a personal interest in the item, "2013/14 Budget and Capital and Revenue Bids and 2013/14 – 2016/17 Financial Strategy" as his son-in-law's post was the subject of a financial bid.

The member was of the opinion that it was not a prejudicial interest and he participated fully in the discussion on the item.

- iii) Councillor Jean Forsyth declared a personal interest in the item "Member Salaries" as she was Chair of the Employment Appeals Committee and the report recommended that the remaining higher salary be allocated to her as Chair of that Committee.

The member was of the opinion that it was not a prejudicial interest and he participated fully in the discussion on the item.

- iv) Councillor Elin Walker Jones declared a personal interest in the item "Response to a Notice of Motion regarding health care in north Wales", as she was employed by the Betsi Cadwaladr University Health Board.

The member was of the opinion that it was not a prejudicial interest and she participated fully in the discussion on the item.

- v) The two Corporate Directors and the Heads of the Democratic and Legal Department, Finance Department, Strategic and Improvement Department and the Housing and Social Services Department declared a personal interest in the item "Pay Policy Statement for 2013/14" as the report related to their salaries. The Head of the Education Department had withdrawn from the meeting prior to the discussion on this item.

They were of the opinion that it was a prejudicial interest, and they withdrew from the meeting during the discussion on the item.

### **3. CHAIRMAN'S ANNOUNCEMENTS**

- i) Condolences were expressed to Councillor Dilwyn Lloyd following the recent deaths of his brother-in-law and uncle.

The Council members stood as a mark of respect.

- ii) Ysgol Dyffryn Ogwen was congratulated on the result of its Estyn inspection, an excellent rating on the two main indicators, excellent for performance and excellent for its prospects for improvement. It was the first secondary school in North Wales to be awarded two excellent ratings under Estyn's new inspection arrangements.

- iii) The Welsh in Education Plan had been sent by the Education Department to all members, and Councillor Sian Gwenllian, the Cabinet Member for Education and Young People drew members' attention to the plan.

- iv) Information had been received at the end of the week confirming that the Minister had agreed to release the Outcome Agreement funding of £1.3m to Gwynedd immediately, based on the performance for 2011/12. This was good news for the Council and everyone who had worked so hard to ensure the full allocation, in terms of its achievement and monitoring, deserved praise.

- v) Members were reminded of the Seminar on the Welsh Language Census to be held on the morning of 20 March 2013.

### **4. CORRESPONDENCE, COMMUNICATIONS OR OTHER BUSINESS**

It was reported that responses had been received from the Right Honourable Simon Burns MP, Minister of State in the Transport Department and Mr Alun Fred Jones AM, in response to a Notice of Motion from Councillor Stephen Churchman regarding the upgrading of north Wales railways.

### **5. QUESTION**

#### **A question by Councillor Gareth Thomas**

"The sale of meat is currently a subject that is in the public eye. Can the Council confirm which processes are used for the procurement of meat and other foods for residential

homes for the elderly, schools and other centres managed by the Council? What internal arrangements does the Council have to ensure that the standard of the food supplied is acceptable?"

**Submitted – answer from Councillor Paul Thomas, Cabinet Member for Gwynedd Iach**

"Every school and residential home under the catering contract of the Provider Department receive fresh meat supplies from two local butchers only. Letters have been received from both suppliers confirming that they have no link to horse meat and that every piece of meat that reach Council kitchens have information on them in the form of a 'barcode' which enables us to follow the journey back to the farm where it originates. The department also received a letter from the company Apetito who cater and supply frozen meals to Social Services, confirming that their meals are also prepared from fresh meat, and that they have tested their beef products on the 29<sup>th</sup> January. The results show that their products are 100% clear of horse meat.

The trading standards have contacted the Provider Department recently and they are very satisfied with the standard of food catered by the Council.

No processed food or prepared food is used in Council kitchens as only fresh meat from local companies is prepared and catered on our sites. No menu has changed, or any item removed from any menu as the department is confident enough of the standard of their produce.

Every primary school has a menu established from week to week which ensures that every child who partakes in school dinners have at least one nutritious meal daily. Buying local produce costs a little more than buying in large bulks from England, but it has enabled the department to ensure nutritious meals of standard which contain nothing more than what the produce is expected to contain."

## **6. MATTERS TO BE DECIDED BY THE COUNCIL**

### **Cabinet – 19 February 2013**

#### **a) 2013/14 Budget and 2013/14 – 2016/17 Financial Strategy**

- i) The Cabinet Member for Resources set out the background and context of the report.

He noted that the process of setting the annual budget was complex and lengthy. He referred to the recently held information sessions to which all Council members had been invited.

Regarding the Financial Strategy, and in accordance with best practice the Council had established its annual budget in the context of a medium term financial plan in order to ensure that the budget prepared the Council for the period to come rather than merely trying to balance issues one year at a time. He noted that the Council's aim was to plan ahead.

In relation to the situation for the next four years, planning should take place to find the financial deficit of over £32m by planning to increase Council Tax by an average of 3.5% a year which would produce nearly £8m on top of the £8.7m savings which had already been planned for. The aim would be to find the difference by establishing a further efficiency target of £6.4m and trying to divert demand for Council services by being proactive to avoid creating a demand for those services with a view to finding a further £5m. There was a likelihood that the remainder would have to be found from cuts, and unless the Council Tax was increased this year, cuts would be inevitable.

He drew attention to the Cabinet's recommendations that noted a 3.5% increase in the Council Tax for 2013/14, and requested that the Council adopted these recommendations.

- ii) Members were invited to make observations.
- a) A member noted that inflation was currently at approximately 2.5% and that overall living costs were increasing. He referred to a clause in the report that noted that some councils in Wales were increasing Council Tax by less than 3.5%, but that there had also been reference in the press to some councils proposing a far greater increase in Council Tax, and that this Council could take either option if it so wished. He drew attention to the fact that two nearby Councils set a higher tax than this Council, and that some other Councils froze the tax. The average increase throughout Wales was 2.5%. It was understood that the Council had sufficient reserves. He proposed an amendment, that the Council Tax should be frozen for 2013/14, and that the £1.77m of Council reserves should be used. This proposal was seconded.

In response, Dilwyn Williams, Corporate Director noted that unless the Council Tax was increased, it was inevitable that this would add to the total cuts that would have to be found as the balances could only be used for a limited period. The only other choice would be to increase the Council Tax even further after 2013/14, but the Council's ability to do this was limited. He noted that seven other Councils in Wales had a higher increase in tax and that the average was likely to be over 3%. Using reserves was not a method of avoiding cuts.

- b) A member expressed concern about the impact of the cuts, and was concerned that vulnerable people would suffer. He supported the 3.5% increase in the Council Tax.
- c) A number of members noted that the increase in Council Tax would have a definite impact on businesses in Gwynedd.
- ch) Another member noted his concern about the use of reserves to reduce the increase in tax, and the importance of safeguarding services.
- d) A member referred to people on low incomes and that the increase in tax would be certain to affect them.
- dd) A member noted that 7% of Gwynedd's residents received benefits.
- e) A member noted that 38% of households in Gwynedd suffered from fuel poverty. The Council had a duty to try to protect the residents of Gwynedd. He supported the suggestion to freeze the Council Tax for 2013/14.
- f) Another member proposed a further amendment to increase the Council Tax by 2.5% and this was seconded.
- (ff) A member was of the opinion that people should be given advice on how to apply for tax benefits, and that this information should be distributed to Gwynedd's residents.
- (g) In response to a question from a member regarding the number of Council staff who received a salary and benefits, Dilwyn Williams, Corporate Director, replied that he did not have the figures.
- ng) The Cabinet Member for Resources further clarified that 13% and not 7% of Gwynedd residents received full benefits, with 5% receiving partial benefits. He noted that the bedroom tax would affect 1,350 residents in Gwynedd. He acknowledged that the Council had a responsibility for Gwynedd's taxpayers.

In accordance with procedural rule 19(6), the following vote was recorded on the amendment, that the Council Tax should be frozen for 2013/14, and that the £1.77m of Council reserves should be used.

**In favour: (23)** Councillors Endaf Cooke, Anwen Davies, Eddie Dogan, Tom Ellis, Gweno Glyn, Simon Glyn, Alwyn Gruffydd, John B. Hughes, Louise Hughes, Jason Humphreys, Aeron Jones, Llywarch Bowen Jones, Sion W. Jones, Eryl Jones-Williams, Beth Lawton,

Dilwyn Lloyd, Christopher O'Neal, Nigel Pickavance, Peter Read, Elfed Williams, Gruffydd Williams, Owain Williams, R.J. Wright.

**Against: (46)** Councillors Stephen Churchman, Lesley Day, Gwynfor Edwards, Dyfed Edwards, Elwyn Edwards, Huw Edwards, Trevor Edwards, Alan Jones Evans, Aled Ll. Evans, Jean Forsyth, Gwen Griffith, Selwyn Griffiths, Sian Gwenllian, Annwen Hughes, Peredur Jenkins, Anne Ll. Jones, Brian Jones, Charles W. Jones, Dyfrig Jones, Elin Walker Jones, John W. Jones, Linda W. Jones, June Marshall, Dafydd Meurig, Dilwyn Morgan, Linda Morgan, Dewi Owen, Michael Sol Owen, W. Roy Owen, W. Tudor Owen, John P. Roberts, Liz Saville Roberts, W. Gareth Roberts, Mair Rowlands, Angela Russell, Mike Stevens, Gareth Thomas, Ioan Thomas, Paul Thomas, Ann Williams, Eirwyn Williams, Gethin G. Williams, Hefin Williams, John W. Williams, R.H. Wyn Williams, Mandy Williams-Davies.

**Abstentions: (1)** Councillor Eric M. Jones

Councillor Caerwyn Roberts was absent from the meeting when the vote was held.

The Chairman reported that the amendment had fallen.

In accordance with procedural rule 19(6), the following vote was recorded, that the Council Tax should be increased by 2.5% for 2013/14.

**In favour: (25)** Councillors Endaf Cooke, Anwen Davies, Lesley Day, Tom Ellis, Gweno Glyn, Simon Glyn, Alwyn Gruffydd, John B. Hughes, Louise Hughes, Jason Humphreys, Aeron Jones, Eric M. Jones, Llywarch Bowen Jones, Sion W. Jones, Beth Lawton, Dilwyn Lloyd, Christopher O'Neal, Nigel Pickavance, Peter Read, Angela Russell, Eirwyn Williams, Elfed Williams, Gruffydd Williams, Owain Williams, R.J. Wright.

**Against: (45)** Councillors Stephen Churchman, Eddie Dogan, Gwynfor Edwards, Dyfed Edwards, Elwyn Edwards, Huw Edwards, Trevor Edwards, Alan Jones Evans, Aled Ll. Evans, Jean Forsyth, Gwen Griffith, Selwyn Griffiths, Sian Gwenllian, Annwen Hughes, Peredur Jenkins, Anne Ll. Jones, Brian Jones, Charles W. Jones, Dyfrig Jones, Elin Walker Jones, John W. Jones, Linda W. Jones, Eryl Jones-Williams, June Marshall, Dafydd Meurig, Dilwyn Morgan, Linda Morgan, Dewi Owen, Michael Sol Owen, W. Roy Owen, W. Tudor Owen, John P. Roberts, Liz Saville Roberts, W. Gareth Roberts, Mair Rowlands, Mike Stevens, Gareth Thomas, Ioan Thomas, Paul Thomas, Ann Williams, Gethin G. Williams, Hefin Williams, John W. Williams, R.H. Wyn Williams, Mandy Williams-Davies

Councillor Caerwyn Roberts was absent from the meeting when the vote was held.

The Chairman reported that the amendment had fallen.

In accordance with procedural rule 19(6), the following vote was recorded on the original motion, that the Council Tax should be increased by 3.5% for 2013/14.

**In favour: (43)** Councillors Stephen Churchman, Eddie Dogan, Gwynfor Edwards, Dyfed Edwards, Elwyn Edwards, Huw Edwards, Trevor Edwards, Alan Jones Evans, Aled Ll. Evans, Jean Forsyth, Gwen Griffith, Selwyn Griffiths, Sian Gwenllian, Annwen Hughes, Peredur Jenkins, Anne Ll. Jones, Charles W. Jones, Dyfrig Jones, Elin Walker Jones, John W. Jones, Linda W. Jones, June Marshall, Dafydd Meurig, Dilwyn Morgan, Linda Morgan, Dewi Owen, Michael Sol Owen, W. Roy Owen, W. Tudor Owen, John P. Roberts, Liz Saville Roberts, W. Gareth Roberts, Mair Rowlands, Mike Stevens, Gareth Thomas, Ioan Thomas, Paul Thomas, Ann Williams, Gethin G. Williams, Hefin Williams, John W. Williams, R.H. Wyn Williams, Mandy Williams-Davies.

**Against: (24)** Councillors Endaf Cooke, Tom Ellis, Gweno Glyn, Simon Glyn, Alwyn Gruffydd, John B. Hughes, Louise Hughes, Jason Humphreys, Aeron Jones, Eric M. Jones, Llywarch Bowen Jones, Sion W. Jones, Eryl Jones-Williams, Beth Lawton, Dilwyn Lloyd,

Christopher O'Neal, Nigel Pickavance, Peter Read, Angela Russell, Eirwyn Williams, Elfed Williams, Gruffydd Williams, Owain Williams, R.J. Wright

**Abstentions: (1) Councillor Lesley Day**

Councillors Anwen Davies, Brian Jones and Caerwyn Roberts were absent from the meeting when the vote was held.

The Chairman reported that the motion had been approved.

**RESOLVED**

- 1a) To adopt a revenue budget of £233.913m in 2013/14 to be distributed amongst the services as noted in Appendix 1 of the Cabinet's report which will also mean depending upon savings of £1.921m in 2013/14.
  - b) That this amount should be financed through the £181.633m grant we will be receiving from the Welsh Government and £52.28m from Council Tax which would entail a Council Tax increase of 3.5%.
  - c) As part of that budget, that the permanent bids noted in the report attached at Appendix 5 of the Cabinet report should also be approved.
  - ch) That one-off bids should also be approved from the £394,250 noted in appendix 5 to be financed from the £268,050 performance improvement grant money which is retained each year for one-off issues adding a further £126,200 from the Council Tax resource set aside for 2015/16.
  - d) In relation to the situation for the next 4 years, that we should plan to find the projected financial deficit of over £32m for the next four years by planning to increase Council Tax by an average of 3.5% a year which would produce nearly £8m on top of the £8.7m savings for which we have already been planning.
  - dd) That we should then aim to find the residue by establishing a further efficiency target of £6.4m and trying to manage demand for Council services by being proactive to avoid creating a demand for those services with a view to finding a further £5m. Any residual sum would then have to be found from cuts.
  - e) To approve a capital programme of £20.839m for 2013/14; £15.748m for 2014/15 and £20.346m for 2015/16 on the schemes noted in Appendix 3 (which also include the capital bids highlighted in Appendix 5).
  - f) To agree to delete the savings "Support for Members" scheme (£54,000) from the savings programme in accordance with the Democratic Services Committee's recommendation.
- 2) That it be noted that at its meeting on 20 November 2012, the Council's Cabinet calculated the following amounts for 2013/2014 in accordance with the regulations made under Section 33 (5) of the Local Government Finance Act 1992 ("The Act"):-
- (a) 48,888.55 being the amount calculated in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995 as amended, as its Council Tax base for the year.
  - (b) Part of the Council's Area - Community

Aberdaron	520.26	Llanegryn	146.57
Aberdyfi	927.98	Llanelltyd	280.16
Abergwyngregyn	113.35	Llanengan	1,922.98
Abermaw	1,088.97	Llanfair	306.87
Arthog	606.52	Llanfihangel y Pennant	204.16
Bala	728.82	Llanfrothen	206.51
Bangor	3,521.77	Llangelynnin	391.95
Beddgelert	306.40	Llangywair	127.96
Bethesda	1,605.41	Llanllechid	323.58
Betws Gaman	129.98	Llanllyfni	1,334.78
Bontnewydd	423.69	Llannor	882.59
Botwnnog	421.62	Llanrug	1,077.73
Brithdir a Llanfachreth	388.54	Llanuwchllyn	306.38
Bryncrug	325.48	Llanwnda	746.28
Buan	224.49	Llanycil	180.39
Caernarfon	3,384.74	Llanystumdwy	839.03
Clynnog Fawr	425.88	Maentwrog	270.74
Corris	287.07	Mawddwy	323.00
Criccieth	901.66	Nefyn	1,358.67
Dolbenmaen	590.57	Pennal	208.55
Dolgellau	1,169.05	Penrhyndeudraeth	736.45
Dyffryn Ardudwy	778.29	Pentir	950.10
Ffestiniog	1,644.51	Pistyll	233.83
Harlech	725.46	Porthmadog	1,931.75
Llanaelhaearn	418.54	Pwllheli	1,643.91
Llanbedr	310.12	Talsarnau	297.94
Llanbedrog	677.40	Trawsfynydd	491.21
Llanberis	739.78	Tudweiliog	439.67
Llanddeiniolen	1,754.33	Tywyn	1,512.45
Llandderfel	480.97	Waunfawr	559.56
Llandwrog	967.43	Y Felinheli	1,026.63
Llandygai	955.64	Y Ganllwyd	81.45

being the amounts calculated as the Council Tax Base amounts for the year for dwellings in those parts of its area to which one or more special items relate.

- 3) That the following amounts be now calculated by the Council for the year 2013/2014 in accordance with Sections 32 to 36 of the Act.
- (a) **£352,081,970** Being the aggregate of the amounts which the Council estimates for the items set out in Section 32(2)(a) to (e) of the Act.
- (b) **£116,098,340** Being the aggregate of the amounts which the Council estimates for the items set out in Section 32(3)(a) to (c) of the Act.
- (c) **£235,983,630** Being the amount by which the aggregate at 3 (a) above aggregate of 3 (b), calculated by the Council in accordance with Section 32(4) of the Act, as its budget requirement for the year.
- (ch) **£182,197,410** Being the aggregate of the amounts which the Council estimates as being payable during the year into its fund in respect of the total National Non-Domestic Rate and Revenue Support Grant, plus the grant for the Council Tax Reduction Scheme less the estimated

cost to the Council from non domestic rate relief granted.

- (d) £1,100.18 Being the amount at 3 (c) above less the amount at 3 (ch) above, all divided by the amount set out in 2(a) above, and calculated by the Council, in accordance with Section 33 (1) of the Act, namely the basic amount of its Council Tax for the year.
- (dd) £1,506,910 Being the aggregate amount of all special items referred to in Section 34 (1) of the Act.
- (e) £1,069.36 Being the amount at 3 (d) above less the result given by dividing the amount in 3 (dd) above with the amount in 2 (a) above, and calculated by the Council in accordance with Section 34 (2) as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which no special item relates.
- (f) Parts of the Council's area - Community

	£		£
Aberdaron	1,081.85	Llanegryn	1,096.65
Aberdyfi	1,093.89	Llanelltyd	1,090.78
Abergwynnegrain	1,082.59	Llanengan	1,090.00
Abermaw	1,094.15	Llanfair	1,088.10
Arthog	1,085.02	Llanfihangel y Pennant	1,089.93
Bala	1,092.00	Llanfrothen	1,089.70
Bangor	1,147.91	Llangelynnin	1,084.67
Beddgelert	1,090.90	Llangywair	1,085.30
Bethesda	1,101.28	Llanllechid	1,083.27
Betws Garmon	1,077.05	Llanllyfni	1,094.79
Bontnewydd	1,095.32	Llannor	1,083.70
Botwnnog	1,078.85	Llanrug	1,088.38
Brithdir a Llanfachreth	1,084.80	Llanuwchllyn	1,098.08
Bryncrug	1,089.27	Llanwnda	1,091.74
Buan	1,086.06	Llanycil	1,087.65
Caernarfon	1,124.65	Llanystumdwy	1,084.26
Clynnog Fawr	1,083.92	Maentwrog	1,089.67
Corris	1,089.47	Mawddwy	1,084.07
Criccieth	1,107.07	Nefyn	1,100.77
Dolbenmaen	1,086.29	Pennal	1,093.34
Dolgellau	1,111.27	Penrhyndeudraeth	1,115.53
Dyffryn Ardudwy	1,093.77	Pentir	1,096.60
Ffestiniog	1,112.84	Pistyll	1,088.60
Harlech	1,090.04	Porthmadog	1,096.02
Llanaelhaearn	1,098.03	Pwllheli	1,111.03
Llanbedr	1,095.16	Talsarnau	1,102.92
Llanbedrog	1,088.92	Trawsfynydd	1,092.77
Llanberis	1,095.04	Tudweiliog	1,081.64
Llanddeiniolen	1,075.06	Tywyn	1,099.77
Llandderfel	1,083.08	Waunfawr	1,090.81
Llandwrog	1,101.40	Y Felinheli	1,095.66
Llandygai	1,087.11	Y Ganllwyd	1,106.19



being the amounts given by adding to the amount at 3(e) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount of 2(b) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

- ff) In respect of part of the Council's area, the figures noted in Appendix 1, being the amounts given by multiplying the sums specified in 3(f) above by the number which, in the proportion set out in Section 5 (1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36 (1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.
4. That it be noted that for the year 2013/2014 the North Wales Police Authority has stated the following amounts in a precept issued to the Council, in accordance with Section 40 of the Local Government Finance Act, 1992, for each of the categories of dwellings shown below:

Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I
148.74	173.53	198.32	223.11	272.69	322.27	371.85	446.22	520.59

5. That, having calculated the aggregate in each case of the amounts at 3 (ff) and 4 above, the Council, in accordance with Section 30 (2) of the Local Government Finance Act, 2013, hereby sets the amounts noted in Appendix 2 as the amounts of Council Tax for the year 2013/2014 for each of the categories of dwellings shown in the Appendix.

#### **Audit Committee – 14 February 2013**

- b) **Treasury Management Strategy Statement, Minimum Revenue Provision Strategy and Annual Investment Strategy for 2013/14**
- i) Submitted - the report of the Head of Finance Department.
- ii) The background and context of the report was set out by the Cabinet Member for Resources, and he noted that members of the Audit Committee had received training on the Treasury Management Strategy Statement provided by Arlingclose Company on 29 January 2013.

He noted that the Treasury Management report had been scrutinised by the Audit Committee on 14 February 2013, and that the proposals had received overall support from questions from members.

**RESOLVED to adopt the Treasury Management Strategy Statement, the Minimum Revenue Provision Strategy and the Annual Investment Strategy for 2013/14 (Appendix A), the Prudential Indicators (Appendix B) and the Treasury Management Schedules (Appendix C).**

#### **7. AREA COMMITTEES**

- a) The Cabinet Member for Customer Care set out the background and context of the report.

He noted that the Council, at its meeting on 21 June 2012, had resolved to establish a cross-party working group with a view to consider the strengths and weaknesses of the area committees bearing in mind the new governance arrangements to be adhered to. It had been evident that a number of members felt strongly that the Area identity should be retained, along with the right to discuss matters from this perspective. He provided details of

the strengths of area committees identified by the working group. He also noted the frustrations regarding the area committees.

The working group had considered the following options -

Option 1 – to abolish the area committees with nothing to replace them.

Option 2 – to abolish the Area Committees and replace them with Area Forums.

Option 3 – to continue with the Area Committees in their current form.

Option 4 – to continue with the Area Committees in modified form.

There had been unanimous support for Option 4, and the following changes to the existing Committees had been agreed in order to add value:

- More informal sessions should be held within areas (without the usual committee shackles) in order to hold a “real” dialogue and a discussion on an area level.
- In order to reinforce this, they should be renamed “Area Assembly” in order to recognise the difference between them and the Council’s formal committees that could make decisions on issues within their remits.
- In light of the fact that the Arfon Forum was too large to hold a meaningful dialogue, changing to four areas (two in Arfon) should be considered, so that the two “Assemblies” in the Arfon area became similar to Dwyfor and Meirionnydd in terms of size.
- They should act on the basis that a Cabinet Member submits an annual report on what was taking place within his/her service with respect to the specific area (unless this was going to happen in the Council) with any action points addressed by the Cabinet Member or referred to a Scrutiny Committee.
- These arrangements should be utilised for training purposes.
- They should be used to consult with members where there was a need to give all members of a specific area an opportunity to provide input to the development of a policy or procedure.
- They should hold annual meetings with community councils/local businesses to act as a bridge between these bodies and the Council.

He noted that the practical arrangements for calling and managing the Area Assembly would be a matter for the individual area assembly itself to manage in accordance with general law. It would be a matter for the Area Assembly to decide on the frequency of its meetings and the matters to be discussed. Practically, should a Cabinet Member intend to develop a plan that was relevant to a specific area, he or she could use the Area Assembly to work through the aspirations and wishes of the area in developing proposals. Additionally, should a member consider there to be a service issue relating specifically to that area, it would be possible to invite the relevant Cabinet Member to attend the Assembly Meeting to discuss it.

The report had been discussed by the Business Group on 18 February 2013 and they had approved the recommendation, and for the arrangement to come into force following the Annual Council Meeting on 2 May 2013. They had also approved that the matter needed to be reviewed again within a year.

- b) Members were invited to submit observations.
- i) The majority of members welcomed the recommendation as it was a clear way forward and something that could be built upon.
  - ii) Some members noted that they were not happy for them to be renamed “Area Assemblies” and that their name should remain as “Area Committees”.
  - iii) A member asked how it was intended to divide the Arfon area in two. In response, the Cabinet Member for Customer Care notified the Council that further discussion was required on this matter.
  - iv) A member noted that the Meirionnydd Area Committee usually convened six times a year,

however, the intention from now on would be for it to meet four times a year, and he was not happy with this.

In response, the Chairman of the Council noted that it was a matter for the "Area Assembly" to decide on the frequency of meetings.

- v) A member referred to the possibility of establishing cross-boundary sub-committees. In response, the Chairman of the Council noted that it was again a matter for the "Area Assembly" to decide.
- vi) Another member noted that discussing local matters was of great importance.

**RESOLVED to approve the Cross-party Working Group's unanimous proposal to continue with the area committees, but to amend their existing form in accordance with the working group's recommendation – to be implemented following the Annual Council meeting held on 2 May 2013.**

## 8. MEMBER SALARIES

- a) The background and context of the report was set out by Councillor Stephen Churchman, the Chairman of the Members' Senior Salaries Committee.

He noted that the Council had resolved on 17 May 2012 to allocate 16 of the 18 senior salaries available to members to the Council Leader and up to nine Cabinet Members (including any Deputy Leader); the Chairs of the three Scrutiny Committees and the Audit, Planning and Licensing Committees. At the Council's meeting on 6 December, 2012 it had been resolved to allocate one of the two remaining senior salaries to the Leader of the largest opposition group for the remainder of the current Council year. This meant that there was one senior salary that remained unallocated. At the same meeting, it had been resolved to establish a special committee with membership from the backbench, not including committee Chairs, on the basis of political balance to consider the work levels of the Chairs of other committees and to submit a recommendation to this meeting of the Council.

The special meeting had been held on 22 January 2013 to consider information submitted for the other committees, namely, Democratic Services, Language, Employment Appeals, Pensions and the Area Committees. In order to reach a decision, the committee had considered the following matters:

- i) Workload
- ii) The importance of the role to fellow members
- iii) The leadership and developmental role of the committee

The committee had received information on the number of meetings, requirements from officers outside the Committee meetings, the Chair's role and further requirements outside the committee meetings. Committee members had noted that it was very difficult to correctly assess things at the moment as some committees were continuing to develop and the requirements were changing / new. It was also noted that the task had been difficult in comparing the functions of the chairs of the different committees. Nevertheless, they had reached the following conclusions -

- It would not be appropriate to allocate a senior salary to a Chair of an Area Committee as there were three Area Committees and only one senior salary remaining. Additionally, the Council would not decide on the future of the area committees until today's meeting.
- It would not be appropriate to consider allocating the remaining senior salary to the Pensions Committee as the provisions of this committee were different to other committees. In addition, further work was required to see whether it would be possible to recognise this role outside the senior salary arrangements of the Council.
- The remainder of the committees that could be measured against the factors to be noted and analysed against these factors.

He noted that the Committee had concluded that the Chair of the Employment Appeals Committee be awarded the remaining senior salary.

- b) Members were invited to make observations.
- i) In relation to the decision that had already been made to allocate a senior salary to the Leader of the Largest Opposition Group for the remainder of the current Council year, a member noted that there were five cohorts and only four political groups on the Council and he asked for an explanation for this.

In response, the Monitoring Officer notified the Council that the annual report of the Remuneration Panel for Wales on Financial Recognition noted that a Council had to make a Senior Salary available to the Leader of the Largest Opposition Group, provided the Group met the Panel's requirement of no less than ten per cent of all Council members.

**RESOLVED to allocate the remaining senior salary to the Chair of the Employment Appeals Committee, and that it should be reviewed in a year's time when the workload of the various committees is more stable.**

## **9. CHAIR OF THE DEMOCRATIC SERVICES COMMITTEE**

It was reported that Councillor Dewi Owen had resigned as Chairman of the Committee and there was a need to elect his successor.

**RESOLVED to elect Councillor Lesley Day as Chair of the Democratic Services Committee.**

## **10. ANNUAL REPORT OF THE CABINET MEMBER FOR CARE**

- a) Submitted – the annual report of the Cabinet Member for Care which provided an update for the Council on the developments in the field of social work and care in Gwynedd over the past year, giving particular attention to what was in the pipeline over the next year in the wake of national, regional and local developments.

He drew attention to the following matters -

- Leadership
- Safeguarding and Protection
- Inspections
- The Service's Performance
- Resources
- Appointment of Champions
- Sustainable Social Services
- Sustainable Communities and Preventative Work

- b) Questions were raised by the members in relation to the annual report and the Cabinet Member responded to them accordingly.

The Cabinet Member was thanked for the report.

## **11. THE GWYNEDD WAY**

The Council Leader set out the background and context of the report and he drew members' attention to the Chief Executive's presentation to the Council on 6 December 2012 which had -

- a) Highlighted the prospect that the financial challenge facing the Council would both intensify and last far longer than initially expected.
- b) Demonstrated that concentrating solely on efficiency measures would be insufficient to meet the financial deficit and entail making substantial service cuts.
- c) Suggested an additional approach to reduce and delay the implementation of service cuts, namely demand management.

- ch) Evidenced, at a high level, that this could be a viable option for the future.
- d) Listed some of the things that would have to change to increase the chances of the strategy being successful.

In the ensuing discussion, it had become evident that, although some members had reservations, over 80% had agreed or strongly agreed (as part of an informal vote) that the Council should adopt this strategic approach.

He referred to an initial strategy document that had been prepared which was a high level strategy and which encapsulated the concept and principles of demand management and highlighted areas which needed further, more detailed work. He asked the Council to approve the document as a basis for -

- Formal engagement with local, regional and national partners. Mobilising financial resources both internally and externally to support the planning and implementation stage of the strategy.
- Acquiring the necessary skills and capacity to be successful.
- Evaluating what worked well at present and identifying gaps in provision.
- Engaging with the public in order to establish a better understanding of how citizens and public services could work better together to cope with the financial challenge.
- Establishing appropriate governance arrangements, which built upon existing structures (where possible) in order to ensure successful progress.

It was intended to report back periodically on the development and progress of the strategy and to recommend any changes to the overall strategic direction.

The Chief Executive noted that the savings achieved by the Council during recent years had affected jobs. He noted that the financial problems were likely to deteriorate over the next seven or eight years and therefore it was possible for the Council to change direction somewhat. In addition to the efficiency strategy, efforts were being made to manage the demand for services which contributed to the financial deficit. He could not guarantee that adopting this strategy would be a success, however, the risk of doing nothing was worse than the risk of failing with this type of strategy.

**RESOLVED to adopt the initial strategy as a basis for the purpose mentioned above.**

## **12. DATES OF THE COUNCIL'S MEETINGS FOR 2013/12**

Submitted for approval – the dates of Council meetings for 2013/14.

The Council Leader drew attention to the fact that two dates noted for Member Training, namely 22 May and 18 September clashed with the Snowdonia National Park Authority committees, and in light of this, he suggested that they should be amended to 24 May and 2 October.

He also noted that the Services Scrutiny Committee were eager to consider the frequency of their meetings. Another member noted that this committee had already met six times this year due to the demands of its broad remit.

In response, the Monitoring Officer notified the Council that it was intended to submit a report on the matter to the Annual Council meeting on 2 May 2013.

**RESOLVED to adopt the dates of Council meetings for 2013/14 with the abovementioned changes.**

## **13. PAY POLICY STATEMENT FOR 2013/14**

- a) The Council Leader set out the background and context of the report.

He noted that last year, for the first time, all Councils had been legally obliged to adopt a pay policy statement on an annual basis. In accordance with the requirements of the statutory provision, this should be a function of the full Council. When the full Council adopted a pay policy statement for this year in June 2012, it had been resolved to ask the Chief Officer Appointment Committee to review the sustainability of the pay policy and to report back to the full Council. The Chief Officer Appointment Committee had met on 13 February 2013 and had considered a report by the Chief Executive. Prior to reviewing the pay policy statement for next year, the Committee had first considered the main structural changes that had occurred during the year and assessed the implications of these changes on its pay policy. The changes related to -

- i) The deletion of two heads of service posts, namely, the Head of Social Services and Housing Department and the Head of Provider Services and the creation of a new head of service post, namely, the Head of Social Services, Housing and Leisure Department. This change had resulted in some of the former responsibilities of the Head of Provider Services being transferred to three heads of service, namely those of the Customer Care, Education and Highways and Municipal Departments.
- ii) The consequences of the statutory requirement to create a separate Head of Democratic Services function which the Council had added to the responsibilities of the Head of Strategic and Improvement Department.

As with other posts within the Council, when there was a change in responsibilities, the implications of these changes on pay levels were evaluated. They were evaluated independently using the methodology for job evaluation for chief officers adopted by the Council in 2009.

The Committee had accepted the recommendations of the Chief Executive, based on the evaluation, that none of the existing posts should receive extra remuneration for the new responsibilities. The Committee had also accepted that the salary of the new post of Head of Social Services, Housing and Leisure Department should be set using the same policy (lower quartile) as the directors' posts and the Head of Education post. When this policy was applied to the evaluated size of the post, it equated to a salary grade with a maximum salary of £80,972. The overall saving to the Council of this restructuring should the salary grade be adopted was over £110,000 a year.

He noted that the committee had accepted the recommendations of the Chief Executive that the existing benchmarks should apply to Chief Officers' pay for 2013/14 (i.e. the lower quartile and median for the same level of posts) and also that the rerating of actual pay to benchmark levels should next occur in 2015/16.

The Chief Officer Appointment Committee had recommended as follows -

- *That the pay of the new post of Head of Social Services, Housing and Leisure Department be set at £80,972 from 1 September 2012 and to review the situation in six months' time.*
- *That there is no change to the pay bands of the other Heads of Service affected by the restructuring last year.*
- *That there is no change to the overall pay policy for next year in terms of the benchmark levels i.e. median and lower quartile for the same posts.*
- *That the rerating of actual pay to benchmark levels next occurs in 2015/16.*
- *That the Chief Officer Appointment Committee be authorised to keep the pay policy under review and to make recommendations to the Council as appropriate."*

b) Members were invited to make observations.

i) A member asked about the cost of engaging consultants to evaluate the roles of some of the head of service posts.

In response, the Chief Executive noted that he did not have the details to hand but that he would convey the information to the member.

- ii) A member drew attention to the fact that some officers retired from the Council's service and were then re-employed. He referred to a clause in the pay policy statement, "*The Council does not have a policy which excludes former officers, who were in receipt of severance, redundancy or pension payments, from being re-employed.*"

In response, the Chief Executive notified the Council that it would be possible to revise the wording of this clause for the following year.

- iii) A member noted that he objected to the new Head of Social Services, Housing and Leisure Department receiving the pay rise as the salaries of other officers had been frozen since 2009. He was of the opinion that setting the salary of this post should be postponed until a settlement was reached on the salaries of the remainder of the Council staff.

In response, the Chief Executive stated that as this was a newly created post, no salary had been set for it as it had not been evaluated. A temporary salary had been given to the post until the evaluation had been conducted, in accordance with the procedure undertaken for all other officers. At the time, the post had to be filled urgently, and there had been no time to conduct the evaluation. He referred to the posts of other heads of service that had been assessed after receiving additional responsibilities, however the magnitude of their responsibilities had not been sufficient to cross the thresholds or to justify a higher salary band.

- iv) A member referred to the fact that the post had been substantially expanded and there were additional responsibilities.
- v) A member noted that the Council would gain savings of £110,000 a year as a consequence of this restructuring.

**RESOLVED to accept the abovementioned recommendations of the Chief Officer Appointment Committee and to adopt the pay policy statement included in Appendix 1 of the report for 2013/14.**

#### 14. NOTICE OF MOTION

- a) Submitted – the report of Councillor R.H. Wyn Williams, Cabinet Member for Care, in response to a notice of motion relating to health care in north Wales.
- b) The members submitted the following observations-
- That the staff at Ysbyty Coffa Blaenau Ffestiniog were very concerned about the future of their jobs in light of the decision to close the hospital in May 2013.
  - That Ysbyty Alltwen was full and there was mention of adding six more beds there.
  - Concern regarding moving people from their own areas.
  - Concern that social services would have to face the cost of these changes due to greater demand.
  - Concern regarding the future of the x-ray service at Ysbyty Dolgellau.
  - That the Council should plead with the Community Health Council to ask the Health Board not to implement these plans until it was able to respond to the concerns.
  - That the x-ray equipment at Ysbyty Coffa Blaenau Ffestiniog was relatively new and that it would be a waste of money to terminate the service there.
  - That the Health Board was awaiting a decision from the Welsh Government regarding the business case that had been submitted in relation to developing Ysbyty Tywyn and they should press for a commencement date for the work.
  - That the Health Board should be encouraged to revise its plans in order to retain the services in the areas.
  - The Councillors Linda W. Jones and Peter Read should be included in any delegation to meet the Health Board representatives.

- That the nursing staff at Ysbyty Tywyn were concerned about the future of their jobs.
- That they objected to the intention to close the x-ray unit at Ysbyty Tywyn.
- That a capital programme of £4m was welcomed for developing the Ysbyty Coffa Blaenau Ffestiniog site, however, it had been given to understand that no more patients would be admitted to the hospital from today onwards. Information from the Health Board was needed on the timetable for implementing the £4m.
- Information was required beforehand as to where it was intended to move the 11 patients from Ysbyty Coffa Blaenau Ffestiniog.

**RESOLVED that the Cabinet Member for Care shall convey the abovementioned observations to the Betsi Cadwaladr University Health Board.**

The meeting commenced at 1.30pm and concluded at 5.45p.m.

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**CHAIRMAN**



## APPENDIX 1

	<b>Band A</b>	<b>Band B</b>	<b>Band C</b>	<b>Band D</b>	<b>Band E</b>	<b>Band F</b>	<b>Band G</b>	<b>Band H</b>	<b>Band I</b>
Aberdaron	721.23	841.44	961.64	1,081.85	1,322.26	1,562.67	1,803.08	2,163.70	2,524.32
Aberdyfi	729.26	850.80	972.35	1,093.89	1,336.98	1,580.06	1,823.15	2,187.78	2,552.41
Abergwyngregyn	721.73	842.01	962.30	1,082.59	1,323.17	1,563.74	1,804.32	2,165.18	2,526.04
Abermaw	729.43	851.01	972.58	1,094.15	1,337.29	1,580.44	1,823.58	2,188.30	2,553.02
Arthog	723.35	843.90	964.46	1,085.02	1,326.14	1,567.25	1,808.37	2,170.04	2,531.71
Bala	728.00	849.33	970.67	1,092.00	1,334.67	1,577.33	1,820.00	2,184.00	2,548.00
Bangor	765.27	892.82	1,020.36	1,147.91	1,403.00	1,658.09	1,913.18	2,295.82	2,678.46
Beddgelert	727.27	848.48	969.69	1,090.90	1,333.32	1,575.74	1,818.17	2,181.80	2,545.43
Bethesda	734.19	856.55	978.92	1,101.28	1,346.01	1,590.74	1,835.47	2,202.56	2,569.65
Betws Garmon	718.03	837.71	957.38	1,077.05	1,316.39	1,555.74	1,795.08	2,154.10	2,513.12
Bontnewydd	730.21	851.92	973.62	1,095.32	1,338.72	1,582.13	1,825.53	2,190.64	2,555.75
Botwnnog	719.23	839.11	958.98	1,078.85	1,318.59	1,558.34	1,798.08	2,157.70	2,517.32
Brithdir a									
Llanfachreth	723.20	843.73	964.27	1,084.80	1,325.87	1,566.93	1,808.00	2,169.60	2,531.20
Bryncrug	726.18	847.21	968.24	1,089.27	1,331.33	1,573.39	1,815.45	2,178.54	2,541.63
Buan	724.04	844.71	965.39	1,086.06	1,327.41	1,568.75	1,810.10	2,172.12	2,534.14
Caernarfon	749.77	874.73	999.69	1,124.65	1,374.57	1,624.49	1,874.42	2,249.30	2,624.18
Clynnog Fawr	722.61	843.05	963.48	1,083.92	1,324.79	1,565.66	1,806.53	2,167.84	2,529.15
Corris	726.31	847.37	968.42	1,089.47	1,331.57	1,573.68	1,815.78	2,178.94	2,542.10
Criccieth	738.05	861.05	984.06	1,107.07	1,353.09	1,599.10	1,845.12	2,214.14	2,583.16
Dolbenmaen	724.19	844.89	965.59	1,086.29	1,327.69	1,569.09	1,810.48	2,172.58	2,534.68
Dolgellau	740.85	864.32	987.80	1,111.27	1,358.22	1,605.17	1,852.12	2,222.54	2,592.96
Dyffryn Ardudwy	729.18	850.71	972.24	1,093.77	1,336.83	1,579.89	1,822.95	2,187.54	2,552.13
Ffestiniog	741.89	865.54	989.19	1,112.84	1,360.14	1,607.44	1,854.73	2,225.68	2,596.63
Harlech	726.69	847.81	968.92	1,090.04	1,332.27	1,574.50	1,816.73	2,180.08	2,543.43
Llanaelhaearn	732.02	854.02	976.03	1,098.03	1,342.04	1,586.04	1,830.05	2,196.06	2,562.07
Llanbedr	730.11	851.79	973.48	1,095.16	1,338.53	1,581.90	1,825.27	2,190.32	2,555.37
Llanbedrog	725.95	846.94	967.93	1,088.92	1,330.90	1,572.88	1,814.87	2,177.84	2,540.81
Llanberis	730.03	851.70	973.37	1,095.04	1,338.38	1,581.72	1,825.07	2,190.08	2,555.09
Llanddeiniolen	716.71	836.16	955.61	1,075.06	1,313.96	1,552.86	1,791.77	2,150.12	2,508.47
Llandderfel	722.05	842.40	962.74	1,083.08	1,323.76	1,564.45	1,805.13	2,166.16	2,527.19
Llandwrog	734.27	856.64	979.02	1,101.40	1,346.16	1,590.91	1,835.67	2,202.80	2,569.93
Llandygai	724.74	845.53	966.32	1,087.11	1,328.69	1,570.27	1,811.85	2,174.22	2,536.59
Llanegryn	731.10	852.95	974.80	1,096.65	1,340.35	1,584.05	1,827.75	2,193.30	2,558.85
Llanelltyd	727.19	848.38	969.58	1,090.78	1,333.18	1,575.57	1,817.97	2,181.56	2,545.15
Llanengan	726.67	847.78	968.89	1,090.00	1,332.22	1,574.44	1,816.67	2,180.00	2,543.33
Llanfair	725.40	846.30	967.20	1,088.10	1,329.90	1,571.70	1,813.50	2,176.20	2,538.90
Llanfihangel y									
Pennant	726.62	847.72	968.83	1,089.93	1,332.14	1,574.34	1,816.55	2,179.86	2,543.17
Llanfrothen	726.47	847.54	968.62	1,089.70	1,331.86	1,574.01	1,816.17	2,179.40	2,542.63
Llangelynnin	723.11	843.63	964.15	1,084.67	1,325.71	1,566.75	1,807.78	2,169.34	2,530.90
Llangywair	723.53	844.12	964.71	1,085.30	1,326.48	1,567.66	1,808.83	2,170.60	2,532.37
Llanllechid	722.18	842.54	962.91	1,083.27	1,324.00	1,564.72	1,805.45	2,166.54	2,527.63
Llanllyfni	729.86	851.50	973.15	1,094.79	1,338.08	1,581.36	1,824.65	2,189.58	2,554.51

Llannor	722.47	842.88	963.29	1,083.70	1,324.52	1,565.34	1,806.17	2,167.40	2,528.63
Llanrug	725.59	846.52	967.45	1,088.38	1,330.24	1,572.10	1,813.97	2,176.76	2,539.55
Llanuwchllyn	732.05	854.06	976.07	1,098.08	1,342.10	1,586.12	1,830.13	2,196.16	2,562.19
Llanwnda	727.83	849.13	970.44	1,091.74	1,334.35	1,576.96	1,819.57	2,183.48	2,547.39
Llanycil	725.10	845.95	966.80	1,087.65	1,329.35	1,571.05	1,812.75	2,175.30	2,537.85
Llanystumdwy	722.84	843.31	963.79	1,084.26	1,325.21	1,566.15	1,807.10	2,168.52	2,529.94
Maentwrog	726.45	847.52	968.60	1,089.67	1,331.82	1,573.97	1,816.12	2,179.34	2,542.56
Mawddwy	722.71	843.17	963.62	1,084.07	1,324.97	1,565.88	1,806.78	2,168.14	2,529.50
Nefyn	733.85	856.15	978.46	1,100.77	1,345.39	1,590.00	1,834.62	2,201.54	2,568.46
Pennal	728.89	850.38	971.86	1,093.34	1,336.30	1,579.27	1,822.23	2,186.68	2,551.13
Penrhyndeudraeth	743.69	867.63	991.58	1,115.53	1,363.43	1,611.32	1,859.22	2,231.06	2,602.90
Pentir	731.07	852.91	974.76	1,096.60	1,340.29	1,583.98	1,827.67	2,193.20	2,558.73
Pistyll	725.73	846.69	967.64	1,088.60	1,330.51	1,572.42	1,814.33	2,177.20	2,540.07
Porthmadog	730.68	852.46	974.24	1,096.02	1,339.58	1,583.14	1,826.70	2,192.04	2,557.38
Pwllheli	740.69	864.13	987.58	1,111.03	1,357.93	1,604.82	1,851.72	2,222.06	2,592.40
Talsarnau	735.28	857.83	980.37	1,102.92	1,348.01	1,593.11	1,838.20	2,205.84	2,573.48
Trawsfynydd	728.51	849.93	971.35	1,092.77	1,335.61	1,578.45	1,821.28	2,185.54	2,549.80
Tudweiliog	721.09	841.28	961.46	1,081.64	1,322.00	1,562.37	1,802.73	2,163.28	2,523.83
Tywyn	733.18	855.38	977.57	1,099.77	1,344.16	1,588.56	1,832.95	2,199.54	2,566.13
Waunfawr	727.21	848.41	969.61	1,090.81	1,333.21	1,575.61	1,818.02	2,181.62	2,545.22
Y Felinheli	730.44	852.18	973.92	1,095.66	1,339.14	1,582.62	1,826.10	2,191.32	2,556.54
Y Ganllwyd	737.46	860.37	983.28	1,106.19	1,352.01	1,597.83	1,843.65	2,212.38	2,581.11

## APPENDIX 2

	<b>Band A</b>	<b>Band B</b>	<b>Band C</b>	<b>Band D</b>	<b>Band E</b>	<b>Band F</b>	<b>Band G</b>	<b>Band H</b>	<b>Band I</b>
Aberdaron	869.97	1,014.97	1,159.96	1,304.96	1,594.95	1,884.94	2,174.93	2,609.92	3,044.91
Aberdyfi	878.00	1,024.33	1,170.67	1,317.00	1,609.67	1,902.33	2,195.00	2,634.00	3,073.00
Abergwyngregyn	870.47	1,015.54	1,160.62	1,305.70	1,595.86	1,886.01	2,176.17	2,611.40	3,046.63
Abermaw	878.17	1,024.54	1,170.90	1,317.26	1,609.98	1,902.71	2,195.43	2,634.52	3,073.61
Arthog	872.09	1,017.43	1,162.78	1,308.13	1,598.83	1,889.52	2,180.22	2,616.26	3,052.30
Bala	876.74	1,022.86	1,168.99	1,315.11	1,607.36	1,899.60	2,191.85	2,630.22	3,068.59
Bangor	914.01	1,066.35	1,218.68	1,371.02	1,675.69	1,980.36	2,285.03	2,742.04	3,199.05
Beddgelert	876.01	1,022.01	1,168.01	1,314.01	1,606.01	1,898.01	2,190.02	2,628.02	3,066.02
Bethesda	882.93	1,030.08	1,177.24	1,324.39	1,618.70	1,913.01	2,207.32	2,648.78	3,090.24
Betws Garmon	866.77	1,011.24	1,155.70	1,300.16	1,589.08	1,878.01	2,166.93	2,600.32	3,033.71
Bontnewydd	878.95	1,025.45	1,171.94	1,318.43	1,611.41	1,904.40	2,197.38	2,636.86	3,076.34
Botwnnog	867.97	1,012.64	1,157.30	1,301.96	1,591.28	1,880.61	2,169.93	2,603.92	3,037.91
Brithdir a									
Llanfachreth	871.94	1,017.26	1,162.59	1,307.91	1,598.56	1,889.20	2,179.85	2,615.82	3,051.79
Bryncrug	874.92	1,020.74	1,166.56	1,312.38	1,604.02	1,895.66	2,187.30	2,624.76	3,062.22
Buan	872.78	1,018.24	1,163.71	1,309.17	1,600.10	1,891.02	2,181.95	2,618.34	3,054.73
Caernarfon	898.51	1,048.26	1,198.01	1,347.76	1,647.26	1,946.76	2,246.27	2,695.52	3,144.77
Clynnog Fawr	871.35	1,016.58	1,161.80	1,307.03	1,597.48	1,887.93	2,178.38	2,614.06	3,049.74
Corris	875.05	1,020.90	1,166.74	1,312.58	1,604.26	1,895.95	2,187.63	2,625.16	3,062.69
Criccieth	886.79	1,034.58	1,182.38	1,330.18	1,625.78	1,921.37	2,216.97	2,660.36	3,103.75
Dolbenmaen	872.93	1,018.42	1,163.91	1,309.40	1,600.38	1,891.36	2,182.33	2,618.80	3,055.27
Dolgellau	889.59	1,037.85	1,186.12	1,334.38	1,630.91	1,927.44	2,223.97	2,668.76	3,113.55
Dyffryn Ardudwy	877.92	1,024.24	1,170.56	1,316.88	1,609.52	1,902.16	2,194.80	2,633.76	3,072.72
Ffestiniog	890.63	1,039.07	1,187.51	1,335.95	1,632.83	1,929.71	2,226.58	2,671.90	3,117.22
Harlech	875.43	1,021.34	1,167.24	1,313.15	1,604.96	1,896.77	2,188.58	2,626.30	3,064.02
Llanaelhaearn	880.76	1,027.55	1,174.35	1,321.14	1,614.73	1,908.31	2,201.90	2,642.28	3,082.66
Llanbedr	878.85	1,025.32	1,171.80	1,318.27	1,611.22	1,904.17	2,197.12	2,636.54	3,075.96
Llanbedrog	874.69	1,020.47	1,166.25	1,312.03	1,603.59	1,895.15	2,186.72	2,624.06	3,061.40
Llanberis	878.77	1,025.23	1,171.69	1,318.15	1,611.07	1,903.99	2,196.92	2,636.30	3,075.68
Llanddeiniolen	865.45	1,009.69	1,153.93	1,298.17	1,586.65	1,875.13	2,163.62	2,596.34	3,029.06
Llandderfel	870.79	1,015.93	1,161.06	1,306.19	1,596.45	1,886.72	2,176.98	2,612.38	3,047.78
Llandwrog	883.01	1,030.17	1,177.34	1,324.51	1,618.85	1,913.18	2,207.52	2,649.02	3,090.52
Llandygai	873.48	1,019.06	1,164.64	1,310.22	1,601.38	1,892.54	2,183.70	2,620.44	3,057.18
Llanegryn	879.84	1,026.48	1,173.12	1,319.76	1,613.04	1,906.32	2,199.60	2,639.52	3,079.44
Llanelltyd	875.93	1,021.91	1,167.90	1,313.89	1,605.87	1,897.84	2,189.82	2,627.78	3,065.74
Llanengan	875.41	1,021.31	1,167.21	1,313.11	1,604.91	1,896.71	2,188.52	2,626.22	3,063.92
Llanfair	874.14	1,019.83	1,165.52	1,311.21	1,602.59	1,893.97	2,185.35	2,622.42	3,059.49
Llanfihangel y									
Pennant	875.36	1,021.25	1,167.15	1,313.04	1,604.83	1,896.61	2,188.40	2,626.08	3,063.76
Llanfrothen	875.21	1,021.07	1,166.94	1,312.81	1,604.55	1,896.28	2,188.02	2,625.62	3,063.22
Llangelynnin	871.85	1,017.16	1,162.47	1,307.78	1,598.40	1,889.02	2,179.63	2,615.56	3,051.49
Llangywair	872.27	1,017.65	1,163.03	1,308.41	1,599.17	1,889.93	2,180.68	2,616.82	3,052.96
Llanllechid	870.92	1,016.07	1,161.23	1,306.38	1,596.69	1,886.99	2,177.30	2,612.76	3,048.22
Llanllyfni	878.60	1,025.03	1,171.47	1,317.90	1,610.77	1,903.63	2,196.50	2,635.80	3,075.10

Llannor	871.21	1,016.41	1,161.61	1,306.81	1,597.21	1,887.61	2,178.02	2,613.62	3,049.22
Llanrug	874.33	1,020.05	1,165.77	1,311.49	1,602.93	1,894.37	2,185.82	2,622.98	3,060.14
Llanuwchllyn	880.79	1,027.59	1,174.39	1,321.19	1,614.79	1,908.39	2,201.98	2,642.38	3,082.78
Llanwnda	876.57	1,022.66	1,168.76	1,314.85	1,607.04	1,899.23	2,191.42	2,629.70	3,067.98
Llanycil	873.84	1,019.48	1,165.12	1,310.76	1,602.04	1,893.32	2,184.60	2,621.52	3,058.44
Llanystumdwy	871.58	1,016.84	1,162.11	1,307.37	1,597.90	1,888.42	2,178.95	2,614.74	3,050.53
Maentwrog	875.19	1,021.05	1,166.92	1,312.78	1,604.51	1,896.24	2,187.97	2,625.56	3,063.15
Mawddwy	871.45	1,016.70	1,161.94	1,307.18	1,597.66	1,888.15	2,178.63	2,614.36	3,050.09
Nefyn	882.59	1,029.68	1,176.78	1,323.88	1,618.08	1,912.27	2,206.47	2,647.76	3,089.05
Pennal	877.63	1,023.91	1,170.18	1,316.45	1,608.99	1,901.54	2,194.08	2,632.90	3,071.72
Penrhyndeudraeth	892.43	1,041.16	1,189.90	1,338.64	1,636.12	1,933.59	2,231.07	2,677.28	3,123.49
Pentir	879.81	1,026.44	1,173.08	1,319.71	1,612.98	1,906.25	2,199.52	2,639.42	3,079.32
Pistyll	874.47	1,020.22	1,165.96	1,311.71	1,603.20	1,894.69	2,186.18	2,623.42	3,060.66
Porthmadog	879.42	1,025.99	1,172.56	1,319.13	1,612.27	1,905.41	2,198.55	2,638.26	3,077.97
Pwllheli	889.43	1,037.66	1,185.90	1,334.14	1,630.62	1,927.09	2,223.57	2,668.28	3,112.99
Talsarnau	884.02	1,031.36	1,178.69	1,326.03	1,620.70	1,915.38	2,210.05	2,652.06	3,094.07
Trawsfynydd	877.25	1,023.46	1,169.67	1,315.88	1,608.30	1,900.72	2,193.13	2,631.76	3,070.39
Tudweiliog	869.83	1,014.81	1,159.78	1,304.75	1,594.69	1,884.64	2,174.58	2,609.50	3,044.42
Tywyn	881.92	1,028.91	1,175.89	1,322.88	1,616.85	1,910.83	2,204.80	2,645.76	3,086.72
Waunfawr	875.95	1,021.94	1,167.93	1,313.92	1,605.90	1,897.88	2,189.87	2,627.84	3,065.81
Y Felinheli	879.18	1,025.71	1,172.24	1,318.77	1,611.83	1,904.89	2,197.95	2,637.54	3,077.13
Y Ganllwyd	886.20	1,033.90	1,181.60	1,329.30	1,624.70	1,920.10	2,215.50	2,658.60	3,101.70