



Cyngor Sir
CEREDIGION
County Council

Eifion Evans
Prif Weithredwr
Chief Executive

Neuadd Cyngor Ceredigion, Penmorfa,
Aberaeron, Ceredigion, SA46 0PA
www.ceredigion.gov.uk

Mr. Keith Jones,
Clerk, Cyngor Cymdeithas Llangoedmor
Community Council,
Lower Castlebythe,
Castlebythe,
Pembrokeshire.
SA62 5DN.

Dyddiad Date	8 September, 2025
Llinell uniongyrchol Direct line	01545 570881
Ffôn My ref	EE/SAD
Eich cyf Your ref	
E-bost Email	Clic@ceredigion.gov.uk

Dear Clerk to Llangoedmor Community Council,

Thank you for your letter dated 27th August, 2025 which was received on the 3rd September, 2025.

Please find the below information in response to the request for information contained within your letter.

1. The background to the increase in Council Tax resulting from the 25/26 Budget is explained in a number of formal reports considered by the Council's Cabinet and the Full Council as well as the Council's Overview & Scrutiny Committees. These various reports and the result decisions can be found online on the Council's website, with the key meetings being:
 - Ceredigion County Council Agenda for Cabinet on Tuesday, 21st January, 2025, 10.00 am (Item 145)
 - Ceredigion County Council Agenda for Cabinet on Tuesday, 18th February, 2025, 10.00 am (Items 162 & 163)
 - Ceredigion County Council Agenda for Council on Monday, 3rd March, 2025, 10.00 am (Items 5 & 6)

With regards the Council's General Balances of approximately £7m, these provide the Council with core working capital from a cashflow perspective and provide the Council with contingency funding in the event of a major event or disaster. For example, when Storm Darragh hit during last Winter, the Council needed to instigate an emergency response to deal with the aftermath of the damage across Ceredigion and there was a significant cost to this. Another example was in the early stages of the COVID pandemic when Council Services were unable to operate and income streams for a large number of Services dried up overnight when the country went into lockdown e.g. Car Parking, Leisure Centres. The Council has a formal policy of maintaining between 3% and 5% of its Budget in General Balances, which is deemed to be an acceptable approach by Audit Wales.

Rydym yn croesawu gohebiaeth yn Gymraeg a Saesneg / We welcome correspondence in Welsh and English.

Prif Weithredwr / Chief Executive:
Cyfarwyddwr Corfforaethol / Corporate Director:

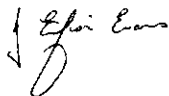
Eifion Evans
Barry Rees

2. Annual pay award considerations for Councillors and Council Employees are not a matter that the Council has a formal role in.
- For Councillors - the Independent Remuneration Panel for Wales produces an annual report and makes a formal determination on the level of remuneration for Councillors. The level of allowances actually paid to all Councillors is published on the Council's website each year and can be found at <https://www.ceredigion.gov.uk/your-council/councillors-committees/members-allowances/>. From 01/04/25 the function of determining Members Allowances is transferring over to the Democracy and Boundary Commission Cymru.
 - For Council Employees - the three main group of staff are NJC staff (which relates to most non-Teaching staff), Chief Officers and Teachers.
 - i. The National Joint Council for Local Government Services determine any annual NJC Payaward nationally across England & Wales which includes formal consultation with public sector unions. The Council implements the outcome of that national agreement for its NJC staff.
 - ii. For Chief Officers – a Joint Negotiating Committee for Chief Officers of Local Authorities determine any annual Chief Officers Payaward nationally across England & Wales. This generally aligns with the NJC Payaward. The Council implements the outcome of that national agreement for its Chief Officers.
 - iii. For Teachers – any Teachers Payaward is set by Welsh Government as a national pay award across the whole of Wales. The Council implements the outcome of that national agreement for its Teachers.

Therefore, annual pay awards for NJC staff, Chief Officers and Teachers are set on a national basis by different national bodies and the Council does not have discretion in this regard.

3. No investigation regarding the handling of the school closures has taken place. A complaint was received from members of the public regarding the conduct of three senior Council officers during a public meeting in which proposals were considered to close up to four primary schools. As dictated by the Council's Constitution, a cross-party panel of elected members considered the various complaints against the senior officers but none were upheld and the matter was therefore closed.

Yours sincerely,



Eifion Evans
Prif Weithredwr
Chief Executive