

MUDIAD CLYBIAU FFERMWYR IFANC CYMRU



FINANCE AND MANAGEMENT SUB COMMITTEE
WEDNESDAY 16 JUNE, 2021
ZOOM, 7.00PM

MINUTES

CADEIRYDD / CHAIRMAN: Kathryn Jones **IS-GADEIRYDD / VICE CHAIRMAN:** Katie Davies

PRESENT: Malcolm Thomas (Committee Expert), Caryl Haf (Council Vice chairman), Steve Hughson (Committee Expert), Kathryn Jones (Sub Committee Chairman), Niall Evans (International Chairman), Katie Davies (Council Chairman), Aled Thomas (Events & Marketing Chairman) and Dafydd Jones (Building Committee Chairman).

IN ATTENDANCE: Mared Jones, (Wales YFC Temporary Director).

FM/45/2021 WELCOME & INTRODUCTIONS

Chairman welcomed everyone to the urgent meeting of Finance and Management to discuss recruitment.

FM/46/2021 APOLOGIES FOR ABSENCE: Nerys Lewis ((International Vice Chairman).

FM/47/ 2021 RECRUITMENT

The meeting was arranged to ask for approval for an increase in salaries for the following positions within Wales YFC as there was a lack of interest with the posts. Chairman informed that the Chief Executive role will be re-advertised.

It was noted that Wales YFC needed to compete with other organisations to gain interest. Chairman noted that Menter & Busnes had also advised that the salaries needed to be lifted.

It was proposed that the following posts salary be increased to £25,000 instead of £22,000;

Operations Officer (Rural Affairs and Youth Work)
Operations Officer (International and Competitions)
Marketing and Communications Officer
Welsh Development Officer

Chairman shared the excel sheet of the Staff Budget of 2019-2020, 2020-2021 and 2021-2022(copy of excel enclosed) on the screen to show a picture of where we are and that financially it would be possible. Chairman also informed the committee that she has spoken to Ashmole & Co and they were happy that we increased the salaries.

It proposed by Malcolm Thomas to increase all posts to £25,500 and Dafydd Jones seconded the proposal.

Malcolm Thomas noted that the organisation needs to decide who is senior when the Chief Executive is not available. It would be appropriate for Claire Price to take on that role after she returns from Maternity leave but further discussion on this matter will be discussed when Claire returns to work.

Steve Hughson supported the decision to increase the salaries and noted that the RWAS and Wales YFC could share the Marketing and Communications facilities short term if Wales YFC would struggle to appoint. Steve offered to look at the Chief Executive job description before it will be re-advertised.

Steve Hughson also informed the committee that RWAS Finance Committee have decided that they do not want to hold the £155,000 from the Terrence Meredith Trust Fund anymore and could it be transferred to Wales YFC account under restricted funds? Otherwise, can the money be transferred to the clients account?

Aled Thomas noted that LinkedIn and Indeed would be great places to advertise the six posts.

Aled Thomas also raised his concerns regarding the statement that YPV makes a loss, he asked for more clarification of how Ashmole & Co has come to this outcome.

Chairman thanked all for attending the emergency meeting and reminded all that the next meeting would be on the 6th of July at 7pm.

Signed:

Dated: