

Meeting	Full Council
Date	28 February, 2013
Title	Pay Policy Statement for 2013/14
Purpose	To approve a Pay Policy Statement in accordance with Section 38(i) of the Localism Act 2011
Author	Chief Executive – Harry Thomas
Portfolio Leader	Council Leader – Councillor Dyfed Edwards

1. **BACKGROUND**

- 1.1 Last year, for the first time, all Councils were legally obliged to adopt a pay policy statement on an annual basis. The statutory provision requires that this should be a function of the full Council.
- 1.2 When the full Council adopted a pay policy statement for this year in June 2012 it resolved to task the Chief Officers Appointment Committee to review the sustainability of the pay policy and to report back to the full Council.
- 1.3 The Chief Officer Appointment Committee met on 13th February, 2013 when it considered a report by the Chief Executive. Before reviewing the pay policy statement for next year, the Committee first considered the main structural changes that had occurred during the year and assessed the implications of these changes on its pay policy.
- 1.4 The changes related to:-

(i) The deletion of two head of service posts:-

- Head of Social Services and Housing
- Head of Provider Services

And the creation of a new head of service post: Head of Social Services, Housing and Leisure. This change resulted in some of the former responsibilities of the Head of Provider Services being transferred to three Heads of Service:-

- Customer Care
- Education
- Highways and Municipal

(ii) The consequences of the statutory requirement to create a separate Head of Democratic Services function which the Council added to the responsibilities of the Head of Strategy and Improvement.

- 1.5 As happens with other posts in the Council when there is 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.
- 1.6 The Committee 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 also accepted that the salary of the new post of Head of Social Services, Housing and Leisure should be set using the same policy (lower quartile) as directors' posts and the Head of Education post. When this policy is applied to the evaluated size of the post, it equates 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 is over £110,000 per annum.

2.0 PAY POLICY FOR 2013/14

- 2.1 The Committee 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 next occurs in 2015/16.
- 2.2 When the recommendations in paragraphs 1 and 2 are taken into account it results in the pay policy statement for 2013/14 at Appendix 1.

3.0 CONCLUSIONS OF THE COMMITTEE

- 3.1 (a) That the pay of the new post of Head of Social Services, Housing and Leisure be set at £80,972 from 1 September 2012 and to review the situation in 6 months.
- (b) That there is no change to the pay bands of the other Heads of Service affected by the restructuring last year
- (c) 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.
- (d) That the rerating of actual pay to benchmark levels next occurs in 2015/16.
- (e) That the Chief Officer Appointment Committee be authorised to keep the pay policy under review and to make recommendations to the Council as appropriate.

4.0 RECOMMENDATION

- 4.1 That the Council accepts the recommendations of the Chief Officers Appointments Committee in paragraph 3.0 and adopts the pay policy statement at Appendix 1 for 2013/14.