

Meeting	Full Council
Date	6 March 2014
Title	Pay Policy Statement for 2014/15
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 Each year the full Council is required to adopt a Pay Policy Statement for the coming year.
- 1.2 The Council has tasked the Chief Officers Appointment Committee to formulate the pay policy and to report back to the full Council. This Committee met on 26 February and adopted the pay policy at Appendix A for the approval of the Council today.
- 1.3 The principal change to the policy relates to lower paid staff. The Committee accepted the Cabinet's recommendation to increase the pay of the Council's lowest paid staff by deleting the two lowest pay points from the Council pay structure. The details associated with this change are incorporated in the Cabinet report of 18 February, which is attached at Appendix B.
- 1.4 The Chief Officer Appointments Committee has not recommended any changes to the pay of chief officers.

2. **RECOMMENDATION**

- 2.1 It is recommended that the full Council adopts the pay policy statement at Appendix A subject to the necessary funds for the change to lower pay points being incorporated in next year's financial strategy.