

Meeting	Full Council
Date	17 July 2014
Title	Adjustment to Pay Policy
Purpose	To recommend an adjustment to the Council Pay Policy in order to facilitate recruitment
Author	Chief Executive Designate – Dilwyn O Williams
Cabinet Member	Council Leader – Councillor Peredur Jenkins

1. The Pay Policy for 2014/15 approved by the Council on 6th March this year, was originally considered by the Chief Officer Appointment Committee on 26 February. In the report to that Committee the following points were made:-

“Given all the circumstances, including the Council’s historical attitude regarding senior pay levels, I do not recommend pay changes (to senior pay levels) for 2014/15.

With regard to the Head of Education post, this is of greater concern in the short term. If the post was to become vacant, then the Council would have to consider market conditions at the time and consider any need for a re-rating of the pay”

2. The current Head of Education, Dewi Jones, is 60 this financial year and, in order to facilitate recruitment, applied to vacate his post at the end of August. This was approved and the Chief Officer Appointment Panel acted swiftly to advertise the post externally in order to make an appointment for the 1st September – the beginning of the new school year.
3. Although the Council has experienced difficulty in attracting quality external candidates for senior manager posts for many years, it was hoped the situation would be different for the education service. This is because there is a larger pool of potential Welsh speaking candidates (namely head teachers) than for other senior posts.

When the Chief Officer Appointments Panel met in May to consider the results of the job advert, there was general disappointment that the Council only attracted two candidates – one internal and one external.

4. The Panel considered the relative pay of the post and noted that three Secondary Head teachers in Gwynedd earn more than the Head of Education

and three early only slightly less. After due consideration, a sizeable majority of members voted to ask the Council to increase the pay of the post in order to try and increase the choice of candidates for this very important post. Due to recent legislation such a decision can only be taken by the full Council.

5. Members will recall that all other Heads of Service are paid at the median level of the public sector market for similar sized jobs. The current benchmark for the Head of Education post is on the lowest quartile. Changing the pay scale to the median benchmark in order to be consistent with other Heads of Service would entail changing the maximum pay for the Head of Education from £75,000 to £83,000. This additional cost would have to be met as unavoidable additional expenditure in next year's budget.

6. CONCLUSIONS AND RECOMMENDATIONS

Although an increase in pay cannot guarantee an increase in the choice of candidates available to the Council for this very important post, it is considered that, given the current market conditions, there is no point in re-advertising the post on the same salary. The Council is requested to adopt the recommendation of the Chief Officer Appointment Panel and change the Council Pay Policy in respect of the Head of Education post such that the maximum of the pay scale is consistent with the median benchmark.