Meeting	Council
Date	9 October 2014
Title	Council Pay Policy
Purpose	Recommend an amendment to the Pay Policy in order to facilitate the ability to appoint
Author	Chief Executive – Dilwyn Williams
Cabinet Member	Councillor Peredur Jenkins

1. The 2014/15 pay policy was adopted by the Council at its meeting on 6 March of this year and amended in relation to the Head of education's post at the last meeting.

2. As we followed the process for appointing a Head of Education it has become apparent that there is a missing element from the Council's policy which could be an important tool in our attempts to attract the best candidates.

3. The arrangements in place for all Council staff allows us to pay a market supplement (a supplement to base pay) in cases where we are unable to attract suitable candidates because the market conditions at the time mean that the pay determined by the job evaluation mechanism is inadequate to attract those individuals who have the necessary competencies to fulfil the post.

4. We do not have a provision to pay market supplements in respect of Heads of Service posts, and in considering the situation recently in respect of the Head of Education post, the Chief Officers' Appointments Committee came to the conclusion that such a provision would be useful in order to ensure that we could utilise such a tool for Heads of Service.

5. Contrary to the position for staff however, the amount of such a supplement cannot be left open ended as the Council must determine the remuneration which we intend to pay, and thus whilst the Council can agree to put such a policy in place for Heads of Service, it would also have to set the limits.

6. The Chief officers' Appointments Committee have therefore decided to recommend that the Council amends its pay policy to allow the Chief Officers Appointments Committee to pay a market supplement of **up to** £5,000 in cases where the Committee is of the opinion that a supplement needs to be paid due to the fact that the market response has made it apparent that it needs to do so.