



Complete Agenda

Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

CHIEF OFFICERS APPOINTMENTS COMMITTEE

Date and Time

11.00 am, THURSDAY, 27TH JUNE, 2019

Location

Siambwr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH

Contact Point

Lowri Haf Evans

01286 679878

lowrihafevans@gwynedd.llyw.cymru

(DISTRIBUTED 21 June 2019)

CHIEF OFFICERS APPOINTMENTS COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (8)

Councillors

E. Selwyn Griffiths
Peredur Jenkins
Mair Rowlands
Ioan Thomas

Annwen Hughes
W. Gareth Roberts
Dyfrig L. Siencyn
Gethin Glyn Williams

Independent (5)

Councillors

Richard Medwyn Hughes
Eryl Jones-Williams
Angela Russell

Eric M. Jones
Dewi Wyn Roberts

Llais Gwynedd (2)

Councillors

Robert Glyn Daniels

Alwyn Gruffydd

Ex-officio Members

Chair and Vice-Chair of the Council – Councillor Edgar Wyn Owen and Simon Glyn

A G E N D A

1. ELECT CHAIR

To elect a Chairman for 2019/20

2. ELECT VICE CHAIR

To elect a Vice Chair for 2019/20.

3. APOLOGIES

To receive any apologies for absence.

4. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest

5. URGENT ITEMS

To note any items that is a matter of urgency in the view of the Chairman for consideration.

6. MINUTES

5 - 6

The Chairman shall propose that the minutes of the meeting of this committee held on 14 February 2019 be signed as a true record

7. EXCLUSION OF PRESS AND PUBLIC

The Chairman shall propose that the press and public be excluded from the meeting during the discussion on the following item due to the likely disclosure of exempt information as defined in paragraph 12, Part 4, Schedule 12A of the Local Government Act 1972. This paragraph should apply because the report contains information regarding individuals and the individuals in question are entitled to privacy and there is no overriding public interest that requires the disclosure of personal information relating to those individuals, nor their identities. Consequently the public interest in maintaining the exemption outweighs the public interest in disclosing the information

8. DRAW UP SHORT LIST FOR APPOINTING HEAD OF HIGHWAYS AND MUNICIPAL

To consider applications by applicants

Information and application forms distributed to Committee members only

9. DRAW UP SHORT LIST FOR APPOINTING HEAD OF HOUSING AND PROPERTY

To consider applications by applicants

Information and application forms distributed to Committee members only

CHIEF OFFICERS APPOINTMENT COMMITTEE, 14.02.19

Present: Councillors: R Glyn Daniels, Selwyn Griffiths, Alwyn Gruffydd, Annwen Hughes, Peredur Jenkins, Eric M. Jones, Dewi W Roberts, W Gareth Roberts, Angela Russell and Ioan Thomas

Also in Attendance: Dilwyn Williams (Chief Executive), Geraint Owen (Head of Corporate Support Department), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Member Support Officer).

1. ELECTION OF CHAIR

RESOLVED to elect Councillor W. Gareth Roberts as Chair for the year 2018/19.

2. ELECTION OF VICE-CHAIR

RESOLVED not to elect a Vice-chair for the period 2018/2019.

3. APOLOGIES

Apologies were received from Councillors R Medwyn Hughes, Eryl Jones-Williams, Mair Rowlands, Dyfrig Siencyn and Gethin Glyn Williams

4. DECLARATION OF PERSONAL INTEREST

The following members declared a personal interest for the reasons noted:

Dilwyn Williams (Chief Executive) and Geraint Owen (Head of Corporate Support Department), in item 5 on the agenda as they were principal officers and, therefore, subject to the Pay Policy - the first due to the section regarding the Chief Executive's pay and the second due to the section regarding the pay of principal officers. Should there be any discussion on that matter, both would withdraw from the meeting.

5. URGENT ITEMS

None to note

6. MINUTES OF THE PREVIOUS MEETING

The Chair signed the minutes of the previous meeting of this committee, held on 14.02.18 as a true record.

7. PAY POLICY REPORT – ANNUAL REVIEW

The report was presented and it was noted that there was a statutory duty for the Chief Officers Appointment Committee to submit their recommendations following the review of the pay policy to the Full Council annually. It was highlighted that there were no modifications to the policy this year, however, in accordance with the Council's Constitution the policy needed to be considered.

Although there were no modifications to the policy attention was drawn to some matters: It was noted, in accordance with the National Pay Agreement (two year contract period) that

the Council's minimum wage would increase from £8.62 to £9.18 per hour by April 2019. It was added that only a very small amount of jobs fell within the lowest point with the vast majority were on £9.55 or higher. For example, it was reported that carers were employed on the scale of £9.36- £9.55 per hour and could reach £9.55 per hour following a year's employment. Members were reminded that £9.00 per hour was the minimum pay recognised as a Living Wage by the voluntary body, the Living Wage Foundation, however, with the previous local resolution to delete the lower two points from the national pay structure, £9.18 per hour would be the minimum Gwynedd Council wage from the 1st of April 2019. It was added that consequently, this would mean that for the first time Gwynedd Council would pay a wage above the Living Wage of £9.00 per hour and this was a matter that the Council could be proud of.

Attention was drawn to other issues that had been updated in the policy namely matters agreed during the year as part of the collective agreement with trade unions. Consequently, it was noted that working conditions had been modernised and harmonised.

The Head of Corporate Support Department was thanked for the presentation.

In response to a comment regarding the shortage of Carers and the suggestion that the wage should be increased to £10.00 per hour in order to give the post more status, it was reported that wage scales across the Council would need to be harmonised to implement this in order to ensure fairness and equal pay. Members were reminded that the Council had completed the Local Pay Review in 2008 and this set a strong foundation to ensure equal pay for work of equal value for all the workforce and if wages were to be increased for carers then it would be necessary to give consideration to everyone else with reciprocal responsibilities. The significant investment made in wages by the Council was highlighted by reporting that the total cost of wage increases in 2018/19 was £4.1m with an equivalent sum again earmarked for April 2019 increases. It was added that there was a general increase of 2% on 2019/2020 wages with staff under point 19 receiving increases of up to 5.5%.

It was noted that a piece of work to gather evidence was being undertaken by the Adults Service to try and understand the nature of the problem with recruiting Carers across the County. Although it appeared that private companies pay higher wages, they contribute less towards the employee's pension. To the contrary, the Council pays less wages, but offer a valuable pension package. It was suggested that the Council needed to highlight the benefits of the pension scheme.

In response to a question regarding wage increase percentages and the ratio between the highest and the lowest on the structure, it was highlighted that the Hutton Review of Fair Pay in the Public Sector recommended a ratio of no more than 1:20 between the highest and lowest wage. It was reported that from April 2019 onwards the Gwynedd Council comparison would have fallen during the last year to 1:6.2.

It was proposed and seconded to accept the report.

THE REPORT WAS ACCEPTED UNANIMOUSLY IN ACCORDANCE WITH THE RECOMMENDATION.

- **That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council, on 7 March 2019, for adoption for 2019 / 20.**

The meeting commenced at 2.30pm and concluded at 2.50pm.