
CHIEF OFFICERS' APPOINTMENT COMMITTEE, 16.02.17

Present: Councillor Alwyn Gruffydd (Chair)

Councillors Stephen Churchman, Jean Forsyth, Peredur Jenkins, Eric M. Jones, Angela Russell, John Wyn Williams and R.H. Wyn Williams

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

1. APOLOGIES

Apologies were received from Councillors Dyfed Edwards, Trevor Edwards, Selwyn Griffiths, Brian Jones, Michael Sol Owen, W. Gareth Roberts, Dyfrig Siencyn and Dilwyn O. Williams (Chief Executive)

2. DECLARATION OF PERSONAL INTEREST

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

Geraint Owen (Head of Corporate Support Department), in item 5 on the agenda as he was a principal officer and, therefore, subject to the Pay Policy. Should there be any discussion on that matter, he would withdraw from the meeting.

3. URGENT ITEMS

None to note

4. MINUTES OF THE PREVIOUS MEETING

The Chair signed the minutes of the previous meeting of this committee held on 06.12.16 as a true record.

5. PAY POLICY REPORT – ANNUAL REVIEW

Submitted - the Pay Policy Report by the Head of Corporate Support Department.

In his presentation, some additions to the pay policy for 2017/2018 were highlighted. Attention was drawn to the ratio of 1:5 between the median salary of Chief Officers and the minimum salary within the Council as well as the ratio between the highest salary (Chief Executive) and the lowest salary of 1:7.8 (national ratio was 1:20). Unusually, as a national pay agreement had already been agreed for a two-year period in March 2016, the Council was already aware of what staff and Chief Officers' salary levels would be from 1 April, 2017. Reference was made to the appendix in the report where details reflected salaries as they would appear for 2017-18.

In the context of the lowest salaries, it was noted that the Chancellor of the Exchequer, in a budget statement on 8 July 2015, had noted the need to establish £7.20 per hour as the 'living wage' from 1 April, 2016, increasing to £9.00 per hour by April 2020 (for workers aged 25 and above). It was reported that point 8 (namely, the Council's minimum salary) would be £7.90 per hour (compared with the £8.45 per hour recognised as the Living Wage by the Living Wage Foundation) from 1 April 2017. It was noted that discussions were ongoing with recognised union representatives on a local level to try to increase the minimum closer to what had been recognised as Living Wage by the Living Wage Foundation by April 2018.

The Head of Corporate Support Department was thanked for his presentation and Councillor Peredur Jenkins (Cabinet Member for Human Resources) revealed that he supported the report.

In response to a question about competing with private companies e.g., in the care field, for posts that offered higher salary rates, it was explained that carers' minimum wage was based on point 10 (approximately £8.09 per hour from 1 April, 2017) but that the majority of carers employed by the Council received up to £8.54 per hour from the same date, which was already higher than the Living Wage. However, it was accepted that there were recruitment difficulties in the field and that this needed to be addressed in order to ensure the continuation of the service.

In response to an observation regarding the Council's pension benefits, it was accepted that this was a key part of the employment package offered to staff and that more needed to be done to raise awareness amongst current staff as well as prospective job applicants in order for them to realise the full value of the employment package available.

It was proposed and seconded to accept the recommendation.

THE REPORT WAS ACCEPTED UNANIMOUSLY IN ACCORDANCE WITH THE RECOMMENDATION.

- **That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council, on 2 March 2017, for adoption for 2017 / 18.**

The meeting commenced at 2:00pm and concluded at 2:15pm.