

<b>Meeting:</b>	<b>COUNCIL</b>
<b>Date:</b>	<b>5 March 2020</b>
<b>Title:</b>	<b>Annual Review – Council’s Pay Policy</b>
<b>Purpose:</b>	<b>Adopt the Council’s Pay Policy for 2020 / 21</b>
<b>Author:</b>	<b>Dilwyn Williams – Chief Executive</b>
<b>Cabinet Member:</b>	<b>Councillor Nia Jeffreys</b>

## **BACKGROUND**

1. Since 2012 there is a statutory responsibility on all Councils to adopt a pay policy on an annual basis. This statutory requirement notes that the responsibility for approving a pay policy rests with the full Council.
2. When adopting the pay policy for 2012/13, the full Council resolved to ask the Chief Officers’ Appointments Committee to conduct an annual review of the pay policy’s future sustainability and to submit recommendations to a meeting of the full Council in March each year.
3. Subsequently, and in accordance with the arrangements adopted since then, members of the Chief Officers’ Appointments Committee were asked in it’s meeting on the 11th of February to consider the content of the draft policy for 2020/21 and submit a recommendation to the meeting of the full Council on the 5th of March.

## **CHIEF OFFICERS**

4. One of the two Corporate Director roles remains vacant since October 2019, further to the decision not to fill that post for the time being. Members will be aware that a final decision will need to be taken in due course on whether to appoint to that role or not.
5. The current salaries for Chief Officers are based on either the lower quartile or the median for jobs of corresponding size within the National Public Sector Market, as of January 2012. This means that no comparison with jobs of corresponding size in the National Public Sector Market has been conducted as part of the corporate pay policy review for over seven years. There is a risk therefore that the salaries of Chief Officers in Gwynedd have in the meantime fallen below the lower quartile and median for corresponding jobs.
6. The Chief Executive informed the Chief Officers’ Appointments Committee that there could be an element of risk for the Council, in that a comparison of the authority’s chief officer salaries against similar roles has not been undertaken for a number of years. Members agreed that this could be a risk and there was support to the Chief Executive’s intention to bring a report on the matter to the Committee during the forthcoming year.
7. In 2018 the Joint National Council for Chief Officers and the Joint National Council for Chief Executives agreed on a 2% pay award for both financial years leading up to the end of 2019/20.

8. Chief Officers and the Chief Executive have a contractual right to those pay rises agreed upon nationally and to this end, the draft policy states that “**Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements**”. This means that Council approves those pay rises as a result of annually adopting the pay policy. No decision has been taken yet on any increase in pay for 2020/21; the Council will implement any pay increase (backdated to the 1st of April 2020) when confirmation of a decision is received.

#### **POSTS BELOW CHIEF OFFICER LEVEL**

9. During 2018 national representatives on behalf of the Local Government Employers and the recognised workforce representatives agreed on a pay award for the wider local government workforce. The agreement was effective over a period of two years 2018 - 2020. This led to a general increase of 2% for the years 2018/19 and 2019/20, with staff on the lowest pay grades receiving higher percentages of increase.
10. The discussions on an increase in pay for the year 2020/21 are ongoing, and therefore it is possible that no confirmation of a decision will be received before the start of the new financial year. The Council will therefore implement any agreement as soon as possible and backdate any increase to the 1st of April 2020.

#### **RECOMMENDATION**

11. That the Council approves the Chief Officers’ Appointment Committee’s recommendation to adopt the 2020 / 21 Pay Policy.

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#### **Views of the statutory officers**

##### **Monitoring Officer:**

The Localism Act 2011 places a statutory duty on the Council to adopt an annual Pay Policy which meets the requirements in the Act. This is a decision of the Full Council. I am satisfied that the Policy recommended for adoption by the Chief Officers Appointments Committee meets the statutory requirements.

##### **Head of Finance:**

The financial implications of the pay policy presented here are reflected in the Budget for 2020/21, which is another item on this Council meeting's agenda.