

<b>Meeting:</b>	<b>Chief Officers' Appointment Committee</b>
<b>Date:</b>	<b>11 February 2021</b>
<b>Title:</b>	<b>Annual Review – Council's Pay Policy</b>
<b>Purpose:</b>	<b>Agree on a recommendation to full Council</b>
<b>Author:</b>	<b>Dilwyn Williams – Chief Executive</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 states 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, the Committee is asked to consider the content of the draft policy for 2021/22 and to submit a recommendation to the meeting of the full Council on the 4th of March.

## **CHIEF OFFICERS**

4. During the corresponding meeting last year, I was asked by the committee to conduct a review of Chief Officer salaries. This was due to the fact that the Council has not undertaken such a review for a number of years, and that we as an organisation need to be aware of the possibility that we might be falling behind other similar and regional employers, which in turn presents us with possible risks. I report on my findings separately to this item, but your recommendation as a committee on this issue will be incorporated into the final Pay Policy that is to be presented to full Council in March.
5. Separately to the above report, it should be noted that each Chief Officer has the contractual right to the pay increases that are agreed upon by the National Joint Council for Chief Officers. These are contractual terms that each employer must implement. With this in mind, the Pay 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. For the year 2020/21 this increase was 2.75%.
6. The discussions on any possible pay increase for 2021/22 are yet to begin, but it is possible that there will be no increase whatsoever. In November 2020 the Chancellor of the UK Government announced that pay in some areas of the public sector is to be frozen. It is unclear at this stage what impact this announcement will have on local government, but it is possible that it will have an impact on any forthcoming pay discussions for Chief Officers.

## **POSTS BELOW CHIEF OFFICER LEVEL**

7. Staff working in roles below those of Chief Officer level also have the contractual right to pay increases that are agreed upon by the National Joint Council for Local Government Workforce. The pay increase for 2020/21 was 2.75%.
8. The announcement on pay restrictions within some areas of the public sector could also be relevant to our wider workforce for the forthcoming year. The national discussions on a possible increase are yet to begin, but it is possible that the announcement will have an impact. If there is to be a pay increase, then the Council will implement that decision as soon as possible after any announcement.

## **RECOMMENDATION**

9. That the Committee submits the draft 2021/22 Pay Policy Statement to the full Council for approving.