

Meeting:	COUNCIL
Date:	3 March 2022
Title:	Annual Review – Council’s Pay Policy
Purpose:	Adopt the Council’s Pay Policy for 2022 / 23
Author:	Dafydd Gibbard – Chief Executive
Chair of the Chief Officer Appointment Committee:	Councillor Mair Rowlands

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, members of the Chief Officers’ Appointments Committee were asked in it’s meeting on the 7th of February to consider the content of the draft policy for 2022/23 and submit a recommendation to the meeting of the full Council on the 3rd of March.

CHIEF OFFICERS

4. During the Committee’s corresponding meeting last year, the Chief Executive at the time presented his findings on a review of Chief Officer salaries within the Council. The Committee came to a general conclusion that the salaries of some Chief Officer roles should be reviewed, but that no further work should be undertaken until a decision was taken on a national level on whether local government staff in general would receive a pay increase or not for 2021/22. Whilst no agreement is in place yet, there is however a general acceptance that a pay increase will be issued in due course. In therefore expecting an increase for staff later this year, I will then review the salary grades for individual Chief Officer roles and present a report to the Committee. It’s therefore probable that I will be in a position to present a report over the course of the forthcoming year.
5. Separately to the above review, 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 increases as a result of annually adopting the pay policy. We have over the course of the last few days received confirmation that the unions and employers at an UK level have agreed on a pay rise of 1.50% for chief officers for 2021/22. They will now need to move forward to discuss the possibility of a pay rise for 2022/23.

6. Apart from the decision mentioned in paragraph 5, there is no further change to the pay policy adopted for 2021/22.

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. As I mentioned in paragraph 4, there is no agreement yet on a pay rise for 2021/22 and the unions and employer will need to discuss a possible increase for 2022/23 as well. The Council will implement any decision as soon as possible after any announcement.
8. In December 2021, the Government of Wales announced their intention to finance an increase in pay for staff working in the care sector to the level of the Living Wage. The voluntary rate of the Living Wage is issued by the Living Wage Commission and is entirely separate to the National Living Wage as decided upon by the UK Government. At the moment, the Living Wage hourly rate is £9.90. Further information on how local government will introduce this new plan is yet to arrive, but here in Gwynedd the expectation is that our carers, in anticipating a pay rise for 2021/22 and 2022/23, will receive an hourly rate that is over and above the Living Wage rate.

RECOMMENDATION

9. That the Council approves the Chief Officers' Appointment Committee's recommendation to adopt the 2022 / 23 Pay Policy.

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:

Resources to finance the implications of this Pay Policy are provided for in the Budget for 2022/23, which is a separate item on the agenda of this meeting.