



Report to a meeting of the Chief Officer Appointment Committee

Date of meeting: 21 February 2024
Title: Pay Policy for the Council's workforce
Author: Dafydd Gibbard – Chief Executive

Decision sought

- a) That the Chief Officer Appointment Committee submits the Draft Pay Policy Statement to the full Council for approving for 2024/25.

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. The Committee is therefore asked to consider the content of the draft Policy for 2024/25 and to submit a recommendation to the meeting of the full Council on the 2nd of March.

Chief Officers

4. All 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. In May 2023 confirmation was received that the employers and the unions that represent chief officers had agreed on a pay

increase for 2023/24, that being an increase of 3.5% on the pay of each chief officer. Discussions on any possible pay rise for 2024/25 are yet to begin.

Posts below Chief Officer level

5. Pay increases for staff working in roles below those of Chief Officer level are agreed upon by the National Joint Council for Local Government Workforce. As with chief officers, staff have the contractual right to the increases that are determined. After a long period of discussion, in November 2023 the unions and employers came to an agreement on a pay increase for 2023/24. That increase was £1925 for all pay points up to pay point 43, and then 3.88% on all other points. Discussions on any possible rise for 2024/25 are yet to begin.

Recommendation

6. That the Committee submits the draft of a Pay Policy Statement to the Council, to be approved for 2024/25.