

<b>Meeting:</b>	<b>COUNCIL</b>
<b>Date:</b>	<b>7 March 2023</b>
<b>Title:</b>	<b>Annual Review – Council’s Pay Policy</b>
<b>Purpose:</b>	<b>Adopt the Council’s Pay Policy for 2024 / 25</b>
<b>Author:</b>	<b>Dafydd Gibbard – Chief Executive</b>
<b>Chair of the Chief Officer Appointment Committee:</b>	<b>Councillor Menna Trenholme</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. Members of the Chief Officers’ Appointments Committee were asked in its meeting on the 21st of February to consider the content of the draft policy for 2024/25 and submit a recommendation to the meeting of the full Council on the 7th of March.

## **CHIEF OFFICERS**

4. All Chief Officers have 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**

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

---

## **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 2024/25, which is a separate item on the agenda of this meeting.