
CHIEF OFFICERS APPOINTMENTS COMMITTEE 25/02/16

Present:

Councillors Trevor Edwards, Jean Forsyth, Selwyn Griffiths, Alwyn Gruffydd, Peredur Jenkins, Brian Jones, Eric M. Jones, Michael Sol Owen, Angela Russell, W Gareth Roberts, Dyfrig Siencyn and R.H. Wyn Williams

Officers: Dilwyn Williams (Chief Executive), Geraint Owen (Head of Corporate Support Department), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Members' Support and Scrutiny Officer).

1. CHAIRMAN

RESOLVED to elect Councillor Alwyn Gruffydd as Chair for 2015/16.

2. VICE-CHAIRMAN

RESOLVED to elect Councillor R H Wyn Williams as Vice-chair for 2015/16.

3. APOLOGIES

Apologies were received from Councillors Stephen Churchman, Dyfed Edwards and John Wyn Williams.

4. DECLARATION OF PERSONAL INTEREST

The following declared a personal interest for the reasons noted:

Dilwyn Williams in item 7. He noted that there was no intention to discuss the Chief Executive's salary but as his salary had been noted in the Pay Policy, should any discussion arise on that matter, he would withdraw from the meeting.

Geraint Owen (Head of Corporate Support Department) in item 7 on the agenda as his post was considered a chief officer post and was therefore the subject of the Pay Policy.

5. URGENT ITEMS

None to note.

6. MINUTES

The Chair signed the minutes of meetings of this committee held on 24.2.15, 6.3.15 and 26.3.15 as a true record.

7. ANNUAL REVIEW - COUNCIL'S PAY POLICY

The Pay Policy Report was submitted by the Chief Executive. It was explained that there was a statutory responsibility on all Councils in Wales to adopt a Pay Policy for its staff on an annual basis. The statutory requirement noted that it was a function for the full Council.

The Appointments Committee was asked to advise the Council on its Pay Policy for 2016/17. The Pay Policy would be considered by the Full Council on 3 March.

In his presentation, the Chief Executive highlighted that very little had changed in the pay policy for 2016/2017. It was noted that no further changes to responsibilities on Head of Department and Corporate Director level had been introduced during 2015/2016 and consequently no new evaluation had been conducted in respect of 2016/2017. Reference was made to the existing policy which noted the need to benchmark the salaries of Chief Officers against the market. It was noted that the matter had been discussed with the Heads and Directors and that everyone had been in agreement that it was not timely, in light of the financial climate, to review the benchmarks this year.

In the context of the lower salaries, it was noted that in his Budget Statement on 8 July 2015 the Chancellor of the Exchequer had noted the need to establish £7.20 per hour as the 'living wage' from 1 April, rising to £9.00 per hour by April 2020 (for workers aged 25 and above). Consequently, consideration would have to be given to what the impact would be on the Council and the substantial costs it would face. With the Council's income set, it appeared that the impact of this would be further cuts.

It was noted that the 'Living Wage' was a definition by the Living Wage Foundation – a public organisation established to offer a hypothetical formula of a combination of hours, pay and locations across the country.

In response to a question regarding the matter of the Council not exempting former officers from being re-employed, it was noted that a clause could not be included in the statement on grounds of exemption. It was added that the number of officers re-employed was very low (employed on a casual basis, as back-up or for specific projects). It was explained that this was relevant to local government employees only and that it did not include school staff. It was suggested that it would be possible to report on this should the Committee wish.

A proposal was made and seconded to accept the recommendation.

The Chief Executive was thanked for the presentation.

THE REPORT WAS ACCEPTED UNANIMOUSLY IN ACCORDANCE WITH THE

FOLLOWING RECOMMENDATIONS

- **That the Appointments Committee submits the Pay Policy Statement (draft) to the Council for adoption for 2016/17.**

The meeting commenced at 2.00 pm and concluded at 2.30 pm

CHAIRMAN