

CHIEF OFFICERS' APPOINTMENT COMMITTEE 21-02-24

Attendance:

Chair: Cllr. Menna Trenholme

Vice-chair: Cllr. Nia Jeffreys

Councillors:

Annwen Hughes, Medwyn Hughes, June Jones, Cai Larsen, Beth Lawton, Anne Lloyd-Jones, Dafydd Meurig, Gwynfor Owen, Angela Russell and Rob Triggs

Officers:

Dafydd Gibbard (Chief Executive), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Democracy Services Officer)

1. **APOLOGIES**

Apologies were received from Councillor Eryl Jones-Williams and Councillor Ioan Thomas

2. **DECLARATION OF PERSONAL INTEREST**

None to note

3. **URGENT ITEMS**

None to note

4. **MINUTES OF THE PREVIOUS MEETING**

The Chair signed the minutes of the previous meeting of this Committee, held on 29 November 2023, as a true record.

5. **ANNUAL REPORT OF THE COUNCIL WORKFORCE'S PAY POLICY**

The Chief Executive presented the report, noting that there was a statutory duty on each Council to prepare an annual Pay Policy Statement. In accordance with the Council's decision in adopting the Pay Policy for 2024/25, the Chief Officers' Appointment Committee was expected to conduct an annual review of the policy's sustainability and to submit any recommendations following the review of the Pay Policy to the Full Council annually.

The Chief Executive highlighted that there had been no change in the policy approved by the Committee for 2023/24 and it was good practice to get an overview and submit work conditions annually, in accordance with the requirements of the Act. The Human Resources Advisory Services Manager added that discussions and annual negotiations as well as annual salary increases occurred outside the Council - Chief Officers' pay was determined by the National Joint-Council for Chief Officers and the National Joint-Council for Local Government Workforce determined salaries under chief officer level. There was

an agreement in May 2023 for chief officers with an agreement at the beginning of November 2023 for staff under chief officer level. Discussions for 2024/25 had not commenced.

Thanks was given for the report.

In response to a question as to why there were no discussions about pay rises before the beginning of the new financial year / setting of the budget, it was noted that the employers had evidently tried to accept the final offer by January in order to resolve the increase by the start of the financial year (April), but that the Unions may have put additional pressure on the employers by submitting their pay claim later on in the new year.

In response to a question regarding the difference between the 'have been challenged' and 'have not been challenged' column in the context of the Election Payment Scheme, it was noted that 'have been challenged' referred to competition in the ward whilst 'have not been challenged' referred to a ward where there was no competition.

The Statement was proposed and seconded for adoption by the Council for 2024/25

RESOLVED

That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council, on 7 March 2024, for adoption for 2024/25.

The meeting commenced at 14:00 and concluded at 14:10