

Meeting	Full Council
Date	21 June 2012
Title	Pay Accountability in Local Government in Wales
Purpose	Publishing the Council's Pay Policy Statement in accordance with Section 38(1) of the Localism Act 2011
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Portfolio Leader	Council Leader – Dyfed Edwards

1. There is a new statutory requirement for all Councils to approve pay policy statements each year. As the statutory Head of the Paid Service, I have a duty to advise members on such matters.
2. In effect, prior to 2009, this Council did not have a pay policy for senior officers – for instance such posts had not been independently, formally evaluated as was the case with other Council posts. In 2009 the Council took advantage of a senior officer restructuring, which saved £1m a year, to take the first steps towards establishing a pay policy for senior officers. A pay policy statement reflecting the decision made in 2009 is attached for members' attention.
3. The Council also resolved in 2009 that it should conduct periodic pay reviews to ensure the currency of its pay policy for senior managers.
4. The Council now has a statutory duty to adopt a specific pay policy for this year. Broadly it has two choices:
 - (i) It can adopt the existing pay policy detailed in the attachment to this report. In so doing, it should be aware that this does not mean that senior officer pay will not change. For instance, senior officer benchmark pay in the public sector has generally drifted upwards since 2009 and implementing the current pay policy, which is linked to these benchmarks, will result in pay increasing for some officers;
OR
 - (ii) The Council can review the sustainability of its present pay policy in the light of the current employment market and general state of the economy and tidy up any loose ends in the present policy.

Should the Council opt for option (ii), it would be sensible to delegate the task to another smaller group of members to do the detailed research and consideration and come back with any recommendations for change to the full Council (e.g. Human Resources Committee).

5. **RECOMMENDATION**

That the Council adopts a pay policy for the year either by adopting the existing policy or by setting up arrangements to review the appropriateness of the present policy and reconsider the matter at a later date.