



Complete Agenda

Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

CHIEF OFFICERS APPOINTMENTS COMMITTEE

Date and Time

1.30 pm, FRIDAY, 16TH SEPTEMBER, 2016

Location

**Siambr Hywel Dda, Council Offices,
Caernarfon, Gwynedd, LL55 1SH**

Contact Point

Lowri Haf Evans

01286 679 878

lowrihafevans@gwynedd.llyw.cymru

(DISTRIBUTED Thursday, 8 September 2016)

CHIEF OFFICERS APPOINTMENTS COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (8)

Councillors

Dyfed Wyn Edwards
Michael Sol Owen
E. Selwyn Griffiths
Dyfrig L. Siencyn

Peredur Jenkins
R. H. Wyn Williams
W. Gareth Roberts
Vacant Seat - Plaid Cymru

Independent (4)

Councillors

Trevor Edwards
Eric M. Jones

Jean Forsyth
Angela Russell

Llais Gwynedd (1)

Councillor Alwyn Gruffydd

Labour (1)

Councillor Brian Jones

Liberal Democrats (1)

Councillor Stephen Churchman

Aelodau Ex-officio / Ex-officio Members

Chairman and Vice-Chairman of the Council

AGENDA

1. **ELECT CHAIR**

To elect a Chairman for 2016/17

2. **ELECT VICE CHAIR**

To elect a Chairman for 2016/17

3. **APOLOGIES**

To receive any apologies for absence.

4. **DECLARATION OF PERSONAL INTEREST**

To receive any declaration of personal interest

5. **URGENT ITEMS**

To note any items that is a matter of urgency in the view of the Chairman for consideration.

6. **MINUTES**

5 - 6

The Chairman shall propose that the minutes of the meeting of this committee held on 25.2.16 be signed as a true record

7. **EXCLUSION OF PRESS AND PUBLIC**

The Chairman will propose to exclude the press and the public from the meeting during the discussion on the following items due to the likely disclosure of exempt information as defined in paragraph 12, Part 4, Schedule 12 A, of the Local Government Act 1972. This paragraph is relevant because the report includes information relating to specific individuals who have a right to privacy. There is no public interest that calls for disclosing personal information about these individuals. Consequently, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

8. **FILLING THE VACANT POST OF THE HEAD OF ADULTS, HEALTH AND WELL-BEING DEPARTMENT**

To consider the Chief Executives report

(copy for Committee members only)

Agenda Item 6

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, W Gareth Roberts, Angela Russell, Dyfrig Siencyn and R.H. Wyn Williams

Also Present: Dilwyn Williams (Chief Executive), Geraint Owen (Head of Corporate Support Department) and Lowri Haf Evans (Members' Support and Scrutiny Officer).

1. ELECT A CHAIR

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

2. ELECT A VICE-CHAIR

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. PAY POLICY REPORT – ANNUAL REVIEW

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 2.00pm and concluded at 2.30pm.