
CHIEF OFFICERS APPOINTMENTS COMMITTEE 14/02/18

Present: Councillor W. Gareth Roberts (Chair)

Councillors: R Glyn Daniels, Selwyn Griffiths, Alwyn Gruffydd, Annwen Hughes, Medwyn Hughes, Eric M. Jones, Eryl Jones-Williams, Dewi W Roberts, Mair Rowlands, Angela Russell, Dyfrig Siencyn, Ioan Thomas and Gethin Glyn Williams

Also in Attendance: Dilwyn Williams (Chief Executive), Geraint Owen (Head of Corporate Support Department), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Member Support Officer).

1. APOLOGIES

Apologies were received from Councillor Peredur Jenkins

2. DECLARATION OF PERSONAL INTEREST

The following members declared a personal interest for the reasons noted:

Dilwyn Williams (Chief Executive) and Geraint Owen (Head of Corporate Support Department), in item 5 on the agenda as they were principal officers and, therefore, subject to the Pay Policy. Should there be any discussion on that matter, both would withdraw from the meeting.

3. URGENT ITEMS

None to note

4. MINUTES

The Chair signed the minutes of the previous meeting of this committee held on 08.11.17 as a true record.

5. ANNUAL REVIEW - COUNCIL'S PAY POLICY

The report was submitted, noting that it reported on the latest situation to all intents and that the policy itself had not been modified. Any likely changes to the policy, as a result of current discussions with unions to reach efficiency targets, would be implemented during the year. In addition, it was highlighted that national discussion had not yet been held to discuss the salaries of chief executives and principal officers. This would take place as a result of a national agreement on staff salaries, which would be likely to follow the same route as what would be agreed upon for local government employees in general.

Reference was made to the existing offer from the employer on a national basis to

increase the salaries of local government employees for the next two years. Should the offer be accepted, it was noted that it was forecast that Gwynedd Council's minimum salary would be higher than the Living Wage (Living Wage Foundation) by 1 April 2019. It was explained that a small percentage of Council staff continued to receive a salary that was lower than what was recognised as a Living Wage (8.75 currently).

Reference was also made to the constructive discussions held with union representatives regarding changes to elements of the local employment conditions. It was reported that it would not be possible to hold a ballot as Unison's National Office did not allow the local branch to put forward the proposal before members in a ballot as it would lead to a deterioration in employment conditions. Consequently, the Council had corresponded directly with every staff member who would be affected by the proposed changes for consultation purposes.

Attention was drawn to the proposed changes within the offer and it was emphasised that the contents of the Pay Policy would need to be updated later in the year to reflect any changes approved in due course.

The Head of Corporate Support Department was thanked for the presentation.

In response to a question regarding the salaries of carers who work hours during the evening and the offer to bring the additional payment for work between 8 and 10pm to an end, the Head of Corporate Support Department reported that he had held discussions with the Head of Adults, Health and Well-being Department regarding this proposed change as a cohort of care workers would be affected.

The Head of Corporate Support Department explained that the payment for working during the day up until 10pm would need to be rationalised and he accepted that it seemed that staff who worked between 8 - 10pm would be at a loss. However, he emphasised that there was a need to look at the broader picture i.e. in light of the national agreement on increasing salaries. He explained that there would be a substantially higher increase to salaries at the base of the pay structure compared with the contracts of the remainder of Council staff, namely an increase that would be higher than the 2% offered by the employer to the majority of officers and that this would lead to an hourly rate of £9.55 from 1 April to most carers employed by the Council.

The Chief Executive reiterated that the Cabinet was aware of the difficulties in the South of the County to recruit carers and that this had been addressed as part of the Council Plan. Whilst accepting that basic salaries would increase, it was noted that consideration was needed for something extra that could be done to increase the number of carers and that work had been commissioned to try to understand the nature of the problem and seek a resolution.

A salary increase that would be higher than the Living Wage was welcomed, but it was argued that the Living Wage would increase further by 2019 and that the Council would be in a position of attempting to catch up. In response, the Head of Corporate Support Department noted that by nationally accepting the offer, Gwynedd Council's minimum would be £8.62 from April 2018 (13p short of the current Living Wage), but by April 2019, he noted that the Council would pay more than the Living Wage for the first time ever (even if the likely increase in Living Wage from 1 November was taken into consideration). It was accepted that the following period would potentially have an element of catch up in future, but Members were reminded that Gwynedd Council had deleted the two lowest points from the national pay structure and that this assisted to continue to pay the Living Wage in future.

In response to the concern that social workers and road workers would see a reduction

in the 'on duty payment', the Head of Corporate Support Department highlighted that road workers and social workers did not receive this maximum payment. It was reiterated that just over 100 staff members received the maximum payment (£265.88 per week) as they were available to make those decisions regarding what action was required in an emergency. Reducing the payment to £200 per week would secure a saving of tens of thousands of pounds.

In response to an observation regarding use of a 'market supplement', it was reported that this clause had been part of the Policy since 2008. It was noted that very little use (no more than 10 examples) had been made of the supplement, in order to retain expertise within the Council or to recruit expertise to the Council. It was explained that the clause was annually reviewed so that it would not be possible to pay above the market as time went on. Also, it was reiterated that salary was not the only reason for failing to recruit and that plans were in place to develop expertise and skills. 'Market supplement' was one consideration and it would be considered based on factual evidence that could justify paying the supplement. The Chief Executive noted that every example where 'market supplement' had been used tended to skew internal employment and therefore, the need for evidence should be emphasised when it was considered.

It was proposed and seconded to accept the report.

THE REPORT WAS ACCEPTED UNANIMOUSLY IN ACCORDANCE WITH THE RECOMMENDATION.

- **That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council, on 1 March 2018, for adoption for 2018 / 19.**

The meeting commenced at 10.30 am and concluded at 11.00 am

CHAIRMAN