



Complete Agenda

Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

CHIEF OFFICERS APPOINTMENTS COMMITTEE

Date and Time

2.30 pm, THURSDAY, 14TH FEBRUARY, 2019

Location

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

Contact Point

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(DISTRIBUTED Wednesday, 6 February 2019)

CHIEF OFFICERS APPOINTMENTS COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (8)

Councillors

E. Selwyn Griffiths
Peredur Jenkins
Mair Rowlands
Ioan Thomas

Annwen Hughes
W. Gareth Roberts
Dyfrig L. Siencyn
Gethin Glyn Williams

Independent (5)

Councillors

Richard Medwyn Hughes
Eryl Jones-Williams
Angela Russell

Eric M. Jones
Dewi Wyn Roberts

Llais Gwynedd (2)

Councillors

Robert Glyn Daniels

Alwyn Gruffydd

Ex-officio Members

Chair and Vice-Chair of the Council

A G E N D A

1. ELECT CHAIR

To elect a Chairman for 2018/19

2. ELECT VICE CHAIR

To elect a Vice Chair for 2018/19

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

4 - 6

The Chairman shall propose that the minutes of the meeting of this committee held on 14th February 2018 be signed as a true record

7. ANNUAL REVIEW - COUNCIL'S PAY POLICY

7 - 18

To submit the report of the Chief Executive

Agenda Item 6

CHIEF OFFICERS APPOINTMENT 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 OF THE PREVIOUS MEETING

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

5. PAY POLICY REPORT – ANNUAL REVIEW

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 10:30am and concluded at 11:00am

Agenda Item 7

Meeting:	Chief Officers' Appointment Panel
Date:	14 February 2019
Title:	Annual Review – Council's Pay Policy
Purpose:	Agree on a recommendation to full Council
Author:	Dilwyn Williams – Chief Executive
Cabinet Member:	Councillor Nia Jeffreys

BACKGROUND

1. Since 2012 there is a statutory responsibility on all Councils to adopt a pay policy on an annual basis. This statutory requirement notes that it is a function for the full Council to approve that pay policy.
2. When adopting the pay policy for 2012/13, the full Council resolved to ask the Chief Officers' Appointments Panel to conduct an annual review of the pay policy's future sustainability and to submit recommendations to a meeting of the full Council in March each year.
3. Subsequently, and in accordance with the arrangements adopted since then, the Committee is asked to consider the content of the draft policy for 2019/20 and to submit a recommendation to the meeting of the full Council on the 7th of March.

CHIEF OFFICERS

4. There were no changes in responsibilities amongst Heads of Department and Corporate Directors during 2018/19 and therefore no new evaluation has been conducted for 2019/20. However, current Chief Officer salaries are based on either the lower quartile of the median for jobs of corresponding size within the National Public Sector Market, as shown in January 2012.
5. This means that the comparison with jobs of corresponding size in the National Public Sector Market has not been conducted as part of the corporate pay policy review for over six years. It is highly likely therefore that the salaries of Chief Officers in Gwynedd have fallen below the lower quartile and median corresponding jobs in the meantime. It was suggested two years ago that it would be timely to conduct such an exercise for consideration by the Committee when reviewing in 2018/19. However in view of the financial climate, it was decided not to conduct the review. The financial challenges remain of course, and as a result a review has not been conducted during the past 12 months either. This subsequently means that there is a danger that the salaries of the Council's Chief Officers will lose ground with those salaries paid by neighbouring authorities.
6. Last year the Joint National Council for Chief Officers and the Joint National Council for Chief Executives agreed on a 2% pay award for both financial years leading up to the end of 2019/20.
7. Chief Officers and the Chief Executive have a contractual right to those pay rises agreed upon nationally and to this end, the draft policy states, "**Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current**

contractual requirements". This means that Council approves those pay rises as a result of annually adopting the pay policy.

POSTS BELOW CHIEF OFFICER LEVEL

8. During 2018 national representatives on behalf of the Local Government Employers and the recognised workforce representatives agreed on a pay award for the wider local government workforce. The agreement was effective over a period of two years between 2018 and 2020. This led to a general increase of 2% for staff during 2018/19, with staff members employed on the lower grades receiving a higher percentage increase.
9. The general increase in pay for 2019/20 will be a further 2%, with a higher percentage increase for staff employed on the lower grades. This change means that the minimum rate within this Council will be £9.18 from April 2019 onwards. This compares with the British Government's minimum of £8.21 (what is known as the National Living Wage) and £9.00 as the rate specified by the voluntary body the Living Wage Foundation (as published in November 2018).

RECOMMENDATION

10. That the Committee submits the draft 2019/20 Pay Policy Statement to the Council for adoption.



Pay Policy – 2019 / 20

1. INTRODUCTION

The Council is required by Section 38(1) of the Localism Act 2011 to prepare pay policy statements. These statements must articulate the Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff (or 'chief officers') and its lowest paid employees. Pay policy statements must be prepared for each financial year. They must be approved by full Council.

The Council recognises the importance of managing pay in a fair, consistent and transparent manner, and the decisions taken in this regard are crucial so as to ensure equal pay and equality within the organisation.

2. PAY POLICY FOR CHIEF OFFICERS

The Council defines its chief officers as being its Chief Executive, Corporate Directors and Heads of Department. The Council employs Chief Officers under JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements.

3. SALARIES

The policy concerning the salaries of Heads of Department and Corporate Directors was originally adopted by the full Council in October 2009 and subsequently in June 2012 as part of the overall Policy's annual review. A further partial review was conducted in March 2015 in order to reflect further structural changes within the Council.

It is based on an independent report by the Hay Group and is based on their job evaluation scheme.

Corporate Directors' salary is set just under the lower quartile of the National Public Sector Market, as shown in January 2012, for jobs of corresponding size (lower quartile means that 75% of the sector are paid more).

The Head of Education's salary is based on the median of the National Public Sector Market for jobs of corresponding size, as shown in January 2012 (median means that 50% of the sector are paid more).

The Head of Finance's salary is based on the lower quartile of the National Public Sector Market for jobs of corresponding size, as shown in January 2012 (lower quartile means that 75% of the sector are paid more).

All other Heads of Departments' salaries are based on the median of the National Public Sector Market for jobs of corresponding size as shown in January 2012 (median means that 50% of the sector are paid more).

The Chief Executive's salary has been set in accordance with the scale of £106,702 - £114,903.

The Council does not pay any bonus payments or performance related pay to its Chief Officers. The Council's local terms and conditions of service are relevant to Chief Officers, as for all other staff, unless otherwise noted within individual policies.

The salaries of the Council's Chief Officers are available on the Council's website (See Appendix 1).

The Welsh Government has formed an Independent Remuneration Panel. This Panel has the authority to issue advice and recommendations to local authorities who are considering adjusting the salaries of Chief Officers. Councils must present information to this body prior to taking final decisions on chief officer pay.

4. POSTS UNDER CHIEF OFFICER LEVEL

The Council's pay policy for its remaining staff is based on the Council's equal pay policy and its collective agreement with the recognised trade unions as introduced on the 1st April 2008. The Council's pay structures are subject to equal pay audits.

The Council has adopted the GLPC Job Evaluation Scheme criteria as the basis for setting salary grades for all posts employed under the Local Government Workers' Conditions of Service. The Council is committed to pay salaries in accordance with equal Pay legislation and the "single status" agreement between local government employers and the recognised trade unions in 1997.

The current national agreement on local government staff pay is a two year agreement, effective from April 2018. The agreement means that the Council's pay structure is to be amended slightly, specifically at the lower grades. As a result, the Council will from April 2019 define its lowest pay as point 2 on the new grading structure, which is £9.18 per hour. The proposed pay structure for 2019 / 20 can be seen in attachment 2.

The Council does not pay any bonus payments nor pay which is based on workers' performance.

The relationship between the remunerations of its Chief Officers and its other employees is designed to secure the ability of the Council to be able to recruit and retain the best suitable candidates to its various posts, whilst maintaining the differentials as defined by the job's evaluation scheme.

The Hutton Review of Fair Pay in the Public Sector recommends a maximum ratio of no more than 1:20 between the highest and the lowest paid. From April 2019 onwards the ratio within the Council will be 1:6.2. The ratio between the lowest paid and the median for Chief Officers will be 1:4.4.

5. SALARY ON COMMENCEMENT IN POST

The number of increments within each grade reflects the possible period of development in post that could be relevant to individuals on that grade. Members of staff will be appointed to the salary point within the grade which reflects the time required for development in order that they are able to undertake the full responsibilities and duties of the post.

Normally, each employee is appointed to the lowest pay point within the appropriate pay grade. If an employee is already being paid above the lowest pay point or if there is sufficient evidence to demonstrate that the employee is already fully competent to fulfil a number of aspects relating to the post, a manager can, in consultation with the Head of Corporate Support, appoint on a higher pay point within the appropriate pay grade.

If there is a capacity within the job grade, all members of staff will receive an annual pay increment on the 1st April On condition that they have been appointed to their current post for more than six months prior to that date.

6. RELOCATION EXPENSES

In circumstances when it is essential for staff to relocate so as to undertake their role, the Council can in certain circumstances contribute to cost of relocating. The scheme is relevant to staff appointed as a result of an advertisement or following an internal re-organisation where they have to move house.

The employee's present home must be more than 20 miles from his/her administrative centre in order to consider an application to reimburse costs.

In such circumstances, the cost of the removal of furniture and belongings will be reimbursed subject to accepting the lowest of three estimates as well as the full cost of storing furniture for up to three months. A contribution of up to £3,270 to cover legal expenses, estate agent fees, change of carpets and curtains and other incidental costs of removal will be paid subject to the receipt of supporting invoices.

7. YCHWANEGIAD Y FARCHNAD

The grading of posts is based on the Council's job evaluation scheme as this ensures that the pay system is based on equality as defined in the Equal Pay Act 1970 and ensures consistency in pay decisions. For these reasons any deviation from this system may create a risk to the Council that must be tightly regulated and must be for significant and clear reasons. There must be clear and detailed evidence in order to justify any deviation from this arrangement.

However, there may be occasions when market forces lead to recruitment and/or retention problems related to a particular post. The Council may in exceptional circumstances, and in order to attract and/or retain an individual to a particular post, offer an additional temporary supplement to the salary grade identified through the Authority's grading scheme.

In this respect a market supplement will only be used when there is adequate documented evidence of failure to attract and/or retain an employee to a post. A market supplement is not a permanent addition to the salary. Should circumstances related to the market rate of the post change, or where a member of staff is transferred by the Council to a different post that does not attract a market supplement, their entitlement to the payment will cease and the supplement will be withdrawn in line with agreed notice.

The Council, at its meeting on the 9 October, 2014, approved a market supplement provision of up to £3,000 for Chief Officers where it can be justified by a business case. There is no ceiling set in respect of market supplement levels for other posts.

8. HONORARIA (UNDERTAKING ADDITIONAL RESPONSIBILITIES)

An additional payment can be approved when an employee agrees to temporarily undertake some specific additional duties and responsibilities which are beyond the normal duties and responsibilities of their substantive post. The proportion of higher level of duties and responsibilities must be significant, evaluated at a higher salary level and over an extended period prior to being able to offer temporary additional remuneration.

9. ON-DUTY, STANDBY AND CALL OUT PAYMENTS

The Council is committed to providing services according to the needs of the people of Gwynedd. This means that at times it is necessary for staff to be called upon to carry out work at times outside their normal working pattern and at unsociable times. The Council meets the need for these services by:

- having suitably trained staff on duty to take calls and to decide upon the relevant course of action
- having a suitably trained workforce on standby and able to be called out at short notice to respond to emergency work
- rewarding the above staff at suitable rates that recognise the inconvenience and disruption that this work causes.

On duty is defined as a period of time when an officer is on duty outside of their normal hours of work for a specific period of time and is available to respond to calls from residents, emergency services, etc.

Standby is defined as a specific period of time that an officer is **available** for call out outside of their normal hours of work.

In some cases on duty or being on standby will form a part of officers' basic salary and their contract of employment will specifically state this. They will not be entitled to any extra payment whilst on duty or on standby.

Payment for other officers will be by way of an additional, separately identified payment that will reflect the level of inconvenience and disruption to the officers' normal home life that is incurred. Officers will receive a minimum of two hours at the appropriate rate of pay for each time they are called out (including travelling time).

On-duty/standby payments will be updated annually in line with the annual salary increase agreed by the National Joint Council for Local Government Services.

10. PROFESSIONAL FEES

One fee per annum will be reimbursed to officers in respect of membership to recognised bodies which are relevant to their professional function and where that membership is a requirement by the Council.

11. CAR USERS

All staff are denoted as casual car users and reimbursements are paid for business travel on HMRC rates.

12. SUBSISTENCE PAYMENTS

Subsistence repayments will be made when travelling out of County for breakfast, dinner, tea and supper up to the maximum of the Council's subsistence allowances on production of receipts. For those whose normal work covers more than one County, e.g. Gwynedd and Môn, "Out of County" is defined as outside that normal area of work.

13. WORKING ADDITIONAL HOURS

Employees, in receipt of basic pay at or below point 28 who are required to work additional hours beyond the 37 hour working week are entitled to receive enhancements at the rate of basic pay at time and a half (alternative arrangements in place for those workers with work patterns where those hours worked are on a fortnightly/monthly or annual basis). Employees paid above point 28 who work beyond the 37 hour week will be paid at their basic rate of pay for those additional hours or will be entitled to time off in lieu, or if the Head of Department has specifically given prior approval to planned work then it is possible to pay at the rate of time and a half.

14. WORKING UNSOCIALABLE HOURS

Salary is paid at the basic rate on weekends for work within the 37 hours. Enhanced pay of basic pay and a third to those employees who work between the hours of 10pm and 6am.

Salary is paid in accordance with the national agreement for work conducted on bank holidays and additional statutory days.

15. FIRST AID ALLOWANCE

An annual allowance is paid to employees who act as designated First Aiders.

16. LOCAL ELECTION DUTIES

The Council's fees for payments to its Returning Officer and Deputy Returning Officer for local election duties are included in Appendix 2.

17. SEVERANCE AND RETIREMENT

The Council's severance and retirement schemes are applied equally and fairly to all staff regardless of grade, age or gender and are implemented in accordance with the regulations of the relevant pension schemes. There are no exceptions for Chief Officers. The relevant policies are available on the Council's website.

Full Council will need to approve any severance package that totals a sum that is over and above £100,000. A severance package is defined as a redundancy payment, notice pay and costs to the employer associated with the release of pension.

18. FINANCIAL DETRIMENT SCHEME

Financial detriment is defined as a loss due to a change in salary grade and contractual terms and conditions. The Council provides financial assistance to staff who face financial loss (as a

consequence of re-structuring or re-designation of responsibilities) for a period of two years, based on one year on 100% protection and one year on 50% protection from the date that the change in the employment package becomes operational. That financial assistance will cease after two years unless the individual member of staff has in the meantime been appointed to another post where he/she is not facing financial detriment.

19. RE-EMPLOYMENT

The Council will consider each candidate on their own merits and will appoint with a view of achieving the best efficiency for the service and best value for its ratepayers. Such appointment, if made, would be subject to any abatements stipulated in the Local Government Pension Scheme Regulations.

In accordance with tax law, managers must ensure that any proposed arrangement to pay an individual through a 'contract for services' will be assessed through the HMRC's online tool for confirming employment status. This assessment is to be taken objectively.

20. APPOINTMENT OF NEW CHIEF OFFICER (SALARY OF £100,000 AND ABOVE)

The Full Council will approve any amendment to the salary package of any such post prior to its recruitment. Recruitment to any such post will be advertised externally

Chief Officer Pay from April 2019

Chief Executive	£106,702 - £114,903
Corporate Director x 2	£86,673 - £96,304
Head of Education	£81,098 - £90,110
Head of Finance	£73,571 - £81,744
Heads of Corporate Support, Economy and Community, Highways & Municipal, Environment, Children & Supporting Families, Adults, Health and Wellbeing	£68,458 - £76,063
Head of Consultancy	£57,827 - £64,254
Monitoring Officer	£58,012 - £60,878

ELECTION PAYMENT SCHEME AS APPROVED BY GWYNEDD COUNCIL

Fees for the general conduct of the election and performance of all duties which a Returning Officer is required to perform under any order or other enactment relating to the election of Councillors

Returning Officer and Deputy Returning officer Fees	Contested	Uncontested
Returning Officer	120.00	
For the general conduct of the election and performance of all duties which a Returning Officer is required to perform under any order or other enactment relating to the election of Councillors.))
For each Electoral Division, Community/Town Council, Community/Town Council Ward)	75.00
Deputy Returning Officer	80.00)
Specific duties to include attending to receive nomination papers, examining them and adjudicating on their validity; dealing with candidates; notifying candidates of decisions on nominations, publishing statements of persons nominated and attending to receive withdrawals and conducting the counts.))
For each Electoral Division, Community/Town Council, Community/Town Council Ward))
By-Elections		
In any by-election where a Deputy Returning Officer is employed to manage the count:		

For each Electoral Division, Community/Town Council,
Community/Town Council Ward

32.00

1 April 2019			
Point	£ per year	£ per hour	Grade
1*	£17,364	£9.00	N/A
2	£17,711	£9.18	GS1
3	£18,065	£9.36	GS2
4	£18,426	£9.55	
5	£18,795	£9.74	GS3
6	£19,171	£9.94	
7	£19,554	£10.14	GS4
8	£19,945	£10.34	
9	£20,344	£10.54	
10	£20,751	£10.76	
11	£21,166	£10.97	
12	£21,589	£11.19	S1
13	£22,021	£11.41	
14	£22,462	£11.64	
15	£22,911	£11.88	
16	£23,369	£12.11	
17	£23,836	£12.35	
18	£24,313	£12.60	S2
19	£24,799	£12.85	
20	£25,295	£13.11	
21	£25,801	£13.37	
22	£26,317	£13.64	
23	£26,999	£13.99	S3
24	£27,905	£14.46	
25	£28,785	£14.92	
26	£29,636	£15.36	S4
27	£30,507	£15.81	
28	£31,371	£16.26	
29	£32,029	£16.60	PS1
30	£32,878	£17.04	
31	£33,799	£17.52	
32	£34,788	£18.03	PS2
33	£35,934	£18.63	
34	£36,876	£19.11	PS3
35	£37,849	£19.62	
36	£38,813	£20.12	PS4
37	£39,782	£20.62	
38	£40,760	£21.13	PS5
39	£41,675	£21.60	
40	£42,683	£22.12	PS6
41	£43,662	£22.63	
42	£44,632	£23.13	PS7
43	£45,591	£23.63	
44	£46,548	£24.12	UR1
45	£47,499	£24.61	

46	£48,456	£25.11	UR1
47	£49,414	£25.61	
48	£50,368	£26.10	UR2
49	£51,325	£26.60	
50	£52,282	£27.10	UR3
51	£53,234	£27.59	
52	£54,192	£28.08	UR3
53	£55,140	£28.58	
54	£56,101	£29.07	UR4
55	£57,055	£29.57	
56	£58,012	£30.06	UR4
57	£58,967	£30.56	
58	£59,920	£31.05	UR4
59	£60,878	£31.55	

* Not in use within Gwynedd Council