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## CHIEF OFFICERS APPOINTMENT COMMITTEE 10-02-23

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**Present:**        **Chair: Cllr Dafydd Meurig**  
                     **Vice-chair: Cllr Menna Jones**

**Councillors:** Annwen Hughes, Nia Jeffreys, Eryl Jones-Williams, Cai Larsen, Beth Lawton, Anne Lloyd-Jones, Gwynfor Owen, Angela Russell and Dyfrig Siencyn

**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 Councillors June Jones, Ioan Thomas and Rob Triggs

**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 28 October 2022 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 a Pay Policy for 2023/24, 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 every year.

In accordance with the decision of the Committee at the meeting on 11 October 2022, the 2023/24 Pay Policy had been revised to reflect the adaptation in the salaries of some of the Council's Heads of Departments. The adaptation was a response to a specific request by the Committee in February 2021 that the Chief Executive completed a review of chief officers' salaries.

Thanks were expressed for the report.

In response to a suggestion that senior officers received additional pay for unsociable hours compared to carers and front-line staff that received standard pay for these hours, it

was confirmed that the senior officers did not receive additional pay and that the Council stood firm by ensuring equality and fairness across the workforce.

**RESOLVED**

**That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council, on 2 March 2023, for adoption for 2023/24**

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