

CYNGOR GWYNEDD



Report to Council

Date of Meeting: 18 July 2019
Item Title: Amendment to the Council's 2019/2020 Pay Policy
Cabinet Member: Councillor Nia Jeffreys
Contact Officer: Geraint Owen

DECISION SOUGHT

That the Council approves the Chief Officers' Appointments Committee's recommendation to establish the salary of the new Head of Housing and Property's post at Grade HS2 - £68,458 - £76,063 and as a result amend the 2019-20 Pay Policy to reflect this addition.

BACKGROUND AND REASONING

On the 7th May 2019 the Chief Executive submitted a report to Cabinet on the conclusions of the management review which he had held over the previous Autumn and Winter.

The report's recommendations were approved, with some amendments. One of those recommendations was to establish a new department to undertake responsibility for Housing and Property issues within the Council.

As a consequence of that decision, the new post of Head of Housing and Property was established, with arrangements in hand to appoint to the post.

Korn Ferry (previously Hay Group) was consulted on setting the appropriate salary level for those responsibilities involved in the job and guidance was provided that the salary should be established on level HS2, which is £68,458 - £76,063 (as at present). This salary level is consistent with that which is currently paid to six other Heads of Department.

The Council approved the Pay Policy Statement for 2019-20 at its meeting on the 7th March this year on the recommendation of the Chief Officers' Appointments' Committee. The same Committee, at its meeting on the 27th June 2019, agreed to submit a further recommendation to add to the Pay Policy following the establishment of the new post of Head of Housing and Property.

In accordance with Section 38(1) of the 2011 Localism Act, the annual Pay Policy Statement, and any amendments/additions to it, must be approved by full Council.

ANY CONSULTATIONS HELD BEFORE RECOMMENDING THE DECISION

Statutory Officers Opinion

Monitoring Officer:

The provides an appropriate summary of the context for the decision. No observations to add in relation to propriety.

Head of Finance:

The Chief Executive's ' Managerial review ' report and the Cabinet's decision at the meeting on the 7th May 2019 identified a net saving of £297,000 and met financial aspects of this adjustment to the Council's pay policy.