

Meeting:	Chief Officers' Appointment Committee
Date:	7 February 2022
Title:	Annual Review – Council's Pay Policy
Purpose:	Agree on a recommendation to full Council
Author:	Dafydd Gibbard – Chief Executive

BACKGROUND

1. Since 2012 there is a statutory responsibility on all Councils to adopt a pay policy on an annual basis. This statutory requirement states that the responsibility for approving a pay policy rests with the full Council.
2. When adopting the pay policy for 2012/13, the full Council resolved to ask the Chief Officers' Appointments Committee 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. The Committee is therefore asked to consider the content of the draft policy for 2022/23 and to submit a recommendation to the meeting of the full Council on the 3rd of March.

CHIEF OFFICERS

4. During the corresponding meeting last year, the Chief Executive at the time presented his findings on a review of Chief Officer salaries within the Council. The Committee came to a general conclusion that the salaries of some Chief Officer roles should be reviewed, but that no further work should be undertaken until there is confirmation on a national level on whether local government staff in general will receive a pay increase or not for 2021/22. Whilst no pay agreement is in place yet, there is however a general acceptance that a pay increase will be issued in due course. In therefore expecting an increase for staff later this year, I will then review the salary grades for individual Chief Officer roles and present a report to the Committee. It's therefore probable that I will be in a position to present a report over the course of the forthcoming year.
5. Separately to the above review, it should be noted that each Chief Officer has the contractual right to the pay increases that are agreed upon by the National Joint Council for Chief Officers. These are contractual terms that each employer must implement. With this in mind, the Pay Policy states that **“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 increases as a result of annually adopting the pay policy. As referred to above, the unions and employers at a national level are yet to agree on a pay rise for 2021/22. They will also need to conduct discussions on a possible pay rise for the year 2022/23.

POSTS BELOW CHIEF OFFICER LEVEL

6. Staff working in roles below those of Chief Officer level also have the contractual right to pay increases that are agreed upon by the National Joint Council for Local Government Workforce.

As previously mentioned in this report, there is no agreement yet in place on a pay rise for 2021/22, and the unions and employers will also need to discuss any possible increase for 2022/23.

7. In December 2021, the Government of Wales announced their intention to finance an increase in pay for staff working in the care sector to the level of the Living Wage. The voluntary rate of the Living Wage is issued by the Living Wage Commission and is entirely separate to the National Living Wage as decided upon by the UK Government. At the moment, the Living Wage hourly rate is £9.90. Further information on how local government will introduce this new plan is yet to arrive, but here in Gwynedd the expectation is that our carers, in anticipating a pay rise for 2021/22 and 2022/23, will receive an hourly rate that is over and above the Living Wage rate.

RECOMMENDATION

8. That the Committee submits the draft 2022/23 Pay Policy Statement to the full Council for approving.