



## **Report to a meeting of the Chief Officer Appointment Committee**

**Date of meeting:** 10 February 2023  
**Title:** PAY POLICY FOR THE COUNCIL'S WORKFORCE  
**Author:** Dafydd Gibbard – Chief Executive

### **Decision sought**

- a) That the Chief Officer Appointment Committee submits the Draft Pay Policy Statement to the full Council for approving for 2023/24.

### **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 2023/24 and to submit a recommendation to the meeting of the full Council on the 2nd of March.

### **Chief Officers**

4. In a meeting of this Committee in October 2022, I presented a report in response to a specific request by the Committee's Members back in February 2021. The report presented my final conclusions on a review of chief officer pay within the Council. My conclusions followed an initial assessment that had been undertaken by the previous chief executive on the matter in February 2021.
5. To remind the Committee, during the meeting in October 2022 I brought your attention to the previous chief executive's primary conclusions and comments when he was considering how best to advise you on whether to review some chief officer salaries or not.

6. Following a discussion, your decision as a committee was to recommend to the full Council that the Pay Policy Statement for 2023/24 should be amended to reflect the above adjustment to the salaries of some Heads of Department within the Council. The draft policy statement that has been included as an appendix to this report reflects this recommendation.
7. 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. At the end of 2022 confirmation was received that the employers and the unions that represent chief officers had agreed on an annual pay rise of £1925 on the salary of each officer. Discussions on any possible pay rise for 2023/24 are yet to begin.

#### **Posts below Chief Officer level**

8. 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 was the situation with chief officers, at the end of 2022 both the employers and unions agreed on a pay rise of £1925 for each member of staff for the year 2022/23. Discussions on any possible rise for 2023/24 are yet to begin.

#### **Recommendation**

9. That the Committee submits the draft of a Pay Policy Statement to the Council, to be approved for 2023/24.