

Meeting:	COUNCIL
Date:	2 March 2023
Title:	Annual Review – Council’s Pay Policy
Purpose:	Adopt the Council’s Pay Policy for 2023 / 24
Author:	Dafydd Gibbard – Chief Executive
Chair of the Chief Officer Appointment Committee:	Councillor Dafydd Meurig

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 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. Members of the Chief Officers’ Appointments Committee were in its meeting on the 10th of February to consider the content of the draft policy for 2023/24 and submit a recommendation to the meeting of the full Council on the 2nd of March.

CHIEF OFFICERS

4. During the Committee’s meeting in October 2022, I presented a report in response to a specific request by its 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 undertaken by the previous chief executive on the matter in February 2021.
5. During the meeting in October of last year, I reminded the Committee of the previous chief executive’s conclusions when considering whether to review the salaries of chief officer roles or not. The previous chief executive had concluded that there was now a risk to the Council’s ability to recruit and retain staff to certain chief officer roles. This conclusion was based on the fact that salaries for certain roles were not competitive with similar posts within neighbouring authorities. My own up to date assessment led me to the same conclusions.
6. Following a discussion on the subject during the meeting of October 2022, the Chief Officer Appointment Committee decided that its recommendation to the Council is that the Pay Policy for 2023/24 should be amended to reflect an adjustment to the salaries of certain head of department roles. The draft pay policy that has been appended with this report reflects this recommendation; see Attachment 1 of the policy for the details.
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 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 Council approves the Chief Officers’ Appointment Committee’s recommendation to adopt the 2023 / 24 Pay Policy.
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Views of the statutory officers

Monitoring Officer:

The Localism Act 2011 places a statutory duty on the Council to adopt an annual Pay Policy which meets the requirements in the Act. This is a decision of the Full Council. I am satisfied that the Policy recommended for adoption by the Chief Officers Appointments Committee meets the statutory requirements.

Head of Finance:

Resources to finance the implications of this Pay Policy are provided for in the Budget for 2023/24, which is a separate item on the agenda of this meeting.