
CHIEF OFFICERS APPOINTMENT COMMITTEE 12-02-25

Attendance:

Councillors: Medwyn Hughes, Nia Jeffreys, Elwyn Jones, June Jones, Cai Larsen, Beth Lawton, Anne Lloyd-Jones, Dafydd Meurig, Gwynfor Owen, Dyfrig Siencyn, Ioan Thomas, Menna Trenholme and Rob Triggs

Officers: Dafydd Gibbard (Chief Executive), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Democracy Services Officer)

1. TO ELECT A CHAIR FOR 2024/25

RESOLVED to elect Councillor Ioan Thomas as Chair of this Committee for 2024/25.

2. ELECTION OF VICE-CHAIR FOR 2024/25

RESOLVED to elect Councillor Medwyn Hughes as Vice-chair of this Committee for 2024/25.

3. APOLOGIES

Apologies had been received from Councillor Angela Russell and Councillor Annwen Hughes

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 21 February 2024, as a true record.

5. ANNUAL REPORT - 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 the Pay Policy for 2025/26, 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 annually.

The Chief Executive highlighted that there was no change in the policy approved by the Committee for 2024/25 and that it was good practice to provide an overview and publish

staff employment conditions annually, in accordance with the requirements of the Act. It was noted that discussions and annual negotiations as well as annual salary increases occurred outside the Council - Chief Officers' pay was determined by the National Joint-Council for Chief Officers and the National Joint-Council for Local Government Workforce determined salaries under chief officer level. There was an agreement in October for posts under chief officer level for an increase of £1290 in the annual salary of every staff member up to salary point 43, and then 2.5% for the salary points above that. It was reiterated that discussions for 2025/26 had not commenced.

Reference was made to a significant increase in the duties and responsibilities of the Monitoring Officer and, in response, an appraisal of those additional responsibilities had been held by Korn Ferry company. It was concluded that the additional responsibilities guaranteed change in the salary scale and the arrangement would be permanent.

Thanks was given for the report.

In response to a question about the amendments to the Monitoring Officer's salary scale and that being based on a permanent arrangement, it was highlighted that the amendment had been incorporated to the Pay Policy (draft).

The Pay Policy Statement (draft) was proposed and seconded for adoption by the Council for 2025/26.

RESOLVED

That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council on 6 March 2025, for adoption for 2025/26

The meeting commenced at 11:00 and concluded at 11:15