

# **GWYNEDD COUNCIL**



**Date of Meeting:** 6 March 2025  
**Title of Item:** Pay Policy for the Workforce.  
**Chair of Chief Officers' Appointment Committee:** Counc. Ioan Thomas.  
**Contact Officer:** Dafydd Gibbard, Chief Executive.  
**Report to a meeting of Gwynedd Council**

## **DECISION SOUGHT**

That the Full Council approves the Pay Policy for 2025/26.

## **BACKGROUND AND JUSTIFICATION**

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 decided 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 was therefore asked to consider the content of the draft Policy for 2025/26 and to submit a recommendation to the meeting of the full Council on the 6th of March.

## **CHIEF OFFICERS**

4. All Chief Officers have the contractual right to the annual pay increases that are agreed upon by the National Joint Council for Chief Officers. These are

contractual terms that each employer must implement. 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 through approving the pay policy. In July 2024 confirmation was received that the employers and the unions that represent chief officers had agreed on a pay increase for 2024/25, that being an increase of 2.5% on the pay of each chief officer. Discussions on any possible pay rise for 2025/26 are in their early stages.

### **PAY GRADE FOR THE ROLE OF HEAD OF LEGAL SERVICES**

5. There has been a significant increase over the past year in responsibilities attributed to the Monitoring Officer, which are incorporated within the role of the Head of Legal Services. That increase includes work relating to establishing the North Wales Corporate Joint Committee, and this requirement will remain in the future. In response, an evaluation of the additional responsibilities was undertaken by *Korn Ferry*, which concluded that a change in pay grade was appropriate. As a result, a decision was taken to pay an honorarium for the 12 months leading up to 31<sup>st</sup> of March 2025. The increase in responsibilities will not abate after March 2025, and therefore the Committee agreed that we need to respond and act to change the pay grade on a permanent basis. We therefore recommend, in approving the draft pay policy, that the pay grade for the Head of Legal Services should be permanently amended and that the role is placed on grade HS1 on the pay structure (see the policy for further details of the relevant grade).

### **ROLES BELOW CHIEF OFFICER LEVEL**

6. Pay increases for staff working in roles below those of chief officer level are agreed upon by the National Joint Council for Local Government Workforce. As with chief officers, staff have the contractual right to the increases that are determined. After a long period of discussion, in October 2024 the unions and employers came to an agreement on a pay increase for 2024/25. That increase was £1290 on the annual salary for all staff up to pay point 43, and then 2.5% on

all other points. Discussions on any possible rise for 2025/26 are in their early stages.

## **ANY CONSULTATIONS UNDERTAKEN PRIOR TO MAKING THE DECISION**

### **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.

#### **Statutory Finance Officer:**

Resources to finance the implications of this Pay Policy are provided for in the Budget for 2025/26, which is a separate item on the agenda of this meeting