



COUNCIL – 2ND MARCH 2021

SUBJECT: PUBLICATION OF THE PAY POLICY STATEMENT 2021 / 22

REPORT BY: LYNNE DONOVAN, HEAD OF PEOPLE SERVICES

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1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to seek approval from Council for the publication of the Authority's Pay Policy Statement 2021 / 22.

2. SUMMARY

- 2.1 The Pay Policy Statement attached at Appendix 1 contains the full details of the remuneration position for the Council for 2021 / 22. It is a statement of fact.
- 2.2 It is a legislative requirement that this information is published on an annual basis by 31st March each year, once agreed by Council.
- 2.2 The Pay Policy Statement will be published on the Council's Website and will be available for access by members of the public.

3. RECOMMENDATIONS

- 3.1 Council is asked to agree:
- 3.1.1 The attached Pay Policy Statement 2021 / 22 (Version 10) for publication on the Council's website.
- 3.1.2 The payment of the Foundation Living Wage hourly rate of £9.50 with effect from 1st November 2020.
- 3.1.3 That all future nationally agreed increases to the Foundation Living Wage hourly rate be paid automatically

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 The recommendations ensure that the Council complies with legislative requirements by the publication of the Pay Policy 2021 / 22. The recommendations also ensure that

the Council's commitment to pay the Foundation Living Wage rate continues and at the relevant increased rates.

5. THE REPORT

- 5.1 Since 2012, Local Authorities in England and Wales have been required to publish an annual pay policy statement in accordance with the Localism Act 2011 detailing:
- a) The Council's policies towards all aspects and elements of the remuneration of Chief Officers (Chief Officers are as defined in para 5.1 of this policy);
 - b) The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
 - c) The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
 - d) The relationship between the remuneration of its Chief Officers and other employees.
- 5.2 Further guidance has been issued since this date and in December 2016, the Staff Commission published "Advice and guidance on the Welsh Government Framework on 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'". This guidance replaced any previous guidance issued under section 40 of the Localism Act 2011.
- 5.3 The provisions which relate to Pay Policy Statement only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by schools are, therefore, not required to be included within the scope of Pay Policy Statement. This reflects the unique employment legislation position whereby all schools' employees are employed by the Local Authority, but decisions about the appointment and management of such employees are mostly discharged by Head Teachers / Governing Bodies, as appropriate.
- 5.4 The Pay Policy Statement attached at Appendix 1 contains the full details of the remuneration position for the Council for 2021 / 22 that are required to be published under legislation. It is a statement of fact.
- 5.5 There is a legislative requirement that the Pay Policy Statement is published on an annual basis by 31st March each year, once agreed by Council.
- 5.6 The Pay Policy Statement will be published on the Council's Website, and will be available for access by members of the public.
- 5.7 The Hutton Review - "Review of Fair Pay in the Public Sector" (2010) – highlighted issues around Senior Pay, and the relativities with others in the organisation. The Policy Statement publishes these relativities, and CCBC is well within the advisory guidelines provided.
- 5.8 The Council pays the Foundation Living Wage rate. The previous rate was £9.30 per hour as covered in last year's Pay Policy. With effect from the 1 November 2020, this rate increased to £9.50 per hour. This report requests that Council agrees to pay that increase in hourly rate from the effective date and also any future increases to the hourly rate.

5.9 **Conclusion**

The Council has a legal requirement to publish a Pay Policy Statement by 31st March each year. The Pay Policy statement attached at Appendix 1 is a statement of fact of remuneration at the time of agreement by Council. National pay awards for 2021 / 22 are still subject to negotiation.

6. **ASSUMPTIONS**

6.1 There are no assumptions made within this report.

7. **LINKS TO RELEVANT COUNCIL POLICIES**

7.1 The remuneration of employees is an integral feature of our People Management Strategy and frameworks and is a fundamental feature of the employment relationship.

7.2 **Corporate Plan 2018-2023.**

The Pay Policy contributes towards or impacts the Corporate Well-being Objectives, as detailed below:

Objective 2 - Enabling employment

8. **WELL-BEING OF FUTURE GENERATIONS**

8.1 Having considered the five ways of working, the pay and grading structure contributes to the following Well-being Goal:

- A more equal Wales.

8.2 Payment of the Foundation Living Wage rate illustrates the Council's commitment to the prevention of poverty.

9. **EQUALITIES IMPLICATIONS**

9.1 There are no equalities implications, as the Pay Policy Statement 2021 / 22 is a statement of the remuneration arrangements with effect from 1st April 2021; therefore no specific Equalities Impact Assessment has been undertaken. All matters relating to pay and changes to terms and conditions are assessed for equalities issues prior to implementation.

9.2 In determining the pay and remuneration of all of its employees, the Council complies with all relevant employment legislation.

10. **FINANCIAL IMPLICATIONS**

10.1 Salaries are accounted for within core service revenue budgets. The national pay awards are still subject to agreement. Any increase in salaries will need to be funded

form the Council's Revenue Budget.

11. PERSONNEL IMPLICATIONS

11.1 The personnel implications are included in the report.

12. CONSULTATIONS

12.1 All consultation responses have been reflected in this report.

13. STATUTORY POWER

13.1 Local Government Act 1972
Localism Act 2011
Local Government (Wales) Measure 2011
Local Government (Wales) Act 2015
The Council's Constitution

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Consultees: Cllr Philippa Marsden, Leader
Cllr Sean Morgan, Deputy Leader and Cabinet Member for Economy & Enterprise
Cllr Colin Gordon, Cabinet Member for Corporate Services
Corporate Management Team
Stephen Harris, Head of Financial Services & S151 Officer
Robert Tranter, Head of Legal Services and Monitoring Officer
Lisa Downey, HR Service Manager
Shaun Watkins, HR Service Manager

Appendices:

Appendix 1 Pay Policy Statement 2021 / 22 (Version 10)