

THE VALE OF GLAMORGAN COUNCIL

CABINET: 22ND FEBRUARY 2021

REFERENCE FROM CORPORATE PERFORMANCE AND RESOURCES
SCRUTINY COMMITTEE: 11TH FEBRUARY 2021

“ PAY POLICY 2021/2022 (REF) –

Cabinet, on 8th February 2021, had referred the report to the Scrutiny Committee for consideration prior to it being submitted for approval to Full Council on 10th March 2021. Prior to the consideration of the report all Chief officers left the meeting except for the Head of Human Resources, whom it was agreed would remain to provide clarification on any points in the report, if required, the Principal Democratic and Scrutiny Services Officer supporting the meeting and the Democratic Officer providing technical support in the background.

At the Cabinet meeting on 8th February a revised Appendix A to the report had been tabled which had also been forwarded to the Members of the Scrutiny Committee in time for consideration of the report at the meeting.

The report noted that the Council had a statutory requirement under the Localism Act 2011 to prepare a Pay Policy Statement for the new financial year 2021/22. The statement needed to be approved and published by 31st March, 2021. The document provided a framework for ensuring that employees were rewarded fairly and objectively, in accordance with the service needs of the Council and that there was openness and transparency in relation to the process.

Councillor Dr. Johnson sought clarity on the wording in paragraph 12.1 as follows as in his view it seemed unnecessary to refer to the Council not having a policy:

“12.1 The Council does not have a policy regarding the re-employment of staff that have been made redundant or granted early retirement or indeed are in receipt of a pension from the Local Government Pension Scheme. The Council advertises vacancies externally as appropriate and will seek to employ the best candidate based on an objective selection process.”

The Head of Human Resources in response advised that the statement reflected the need to refer to the Council's position on the re-employment of staff and that this approach was consistent with the approach adopted by other Local Authorities. The Leader, with permission to speak, also stated that the reference had been included to advise of the Council's position on the matter however, he agreed that he would be happy to reword the sentence prior to submission to Full Council.

The Leader in response to Councillor Dr. Johnson's query regarding aspects of the policy that the recent Local Government and Elections Act would have an impact on,

referred to the examples of the requirements that the title of the Head of Paid Service be known as the Chief Executive, changes to Election payments and to the role of the Returning Officer . On receipt of the implementation dates which were awaited an update report would then be presented to Members.

Following consideration of the report, the Scrutiny Committee subsequently

RECOMMENDED – T H A T Cabinet be requested to consider amending the Revised Pay Policy, presented at the meeting, as outlined above, in order that a Pay Policy can be considered for approval by Full Council on 10th March 2021.

Reason for recommendation

Having regard to the contents of the Revised Pay Policy presented at the meeting and the discussions at the meeting.”