

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 27TH FEBRUARY, 2019

REFERENCE FROM CABINET: 4TH FEBRUARY, 2019

“C571 EMPLOYEE PAY POLICY (L) -

The Leader presented the report to ask Cabinet to consider and endorse the Council's Pay Policy for 2019/20 as set out prior to its submission to Council for final approval.

The Leader began by advising that the Council had a statutory requirement under the Localism Act 2011 to prepare a pay policy statement for the new financial year 2019/20 and that the statement needed to be approved and published by 31st March, 2019. 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.

The Pay Policy had been incrementally developed since 2012 to incorporate the following:-

- Guidance from Welsh Government as contained in the document “Pay Accountabilities in Local Government in Wales” as updated January 2016;
- Changes as prescribed by the Local Authorities Standing Orders (Wales) (Amendment) Regulations 2014 which took effect from 1st July, 2014;
- Changes as prescribed required by the Local Government (Wales) Act 2015 to ensure that any proposed changes to the salary of Chief Officers (as defined in the Localism Act 2011) were made following consultation with the Independent Remuneration Panel for Wales;
- Necessary refinements as a result of changes to the Council's senior management structure over recent years; and
- The effects of national and locally negotiated pay and associated benefit awards along with the provisions of the National Living Wage.

In conclusion, the Leader added that the Council's updated pay structure for NJC Green Book employees had been reflected in the 2019/20 Pay Policy Statement following an extensive development and consultation exercise and the subsequent approval by Cabinet and the Council and to the signing of the Collective Agreement between the Council and the recognised Trade Unions.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED -

(1) T H A T the required changes to the Council's Pay Policy 2019/20 as set out in the report and as incorporated in the revised statement at Appendix A be noted.

(2) T H A T the Employee Pay Policy be endorsed subject to consideration by Corporate Performance and Resources Scrutiny Committee on 14th February, 2019 and final consideration and approval by Council on 27th February, 2019.

Reasons for decisions

(1) To respond to the legal requirements under the Standing Orders (Wales) Amendment Regulations 2014, the Local Government (Wales) Act 2015 and related advice from the Welsh Government.

(2) To respond to the legal requirement under the Localism Act and to provide openness and accountability in relation to how the Council rewards its staff.”