

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 6<sup>TH</sup> MARCH, 2023

REFERENCE FROM CABINET: 2<sup>ND</sup> FEBRUARY, 2023

**“C213 PAY POLICY 2023/2024 - (EL/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

The Leader presented the report, the purpose of which was to consider and endorse the Council’s annual Pay Policy for 2023/24 prior to its submission to Council for approval.

The Leader said that the report would be referred to Corporate Performance and Resources Scrutiny Committee for in-depth discussion. She referred to Section 12 of Appendix A to the report concerning the differential between the top and the bottom of the organisation being quite flat.

Councillor Wilson referred to Section 8.1 of Appendix A to the report which highlighted the progress made in addressing gender pay gaps. Section 7.14 of Appendix A to the report showed almost identical gender profiles, it was good to see that kind of equality and he applauded the Council for working towards that position.

The Leader said she would like to see some benchmarking data in order to compare the position in the Vale of Glamorgan to other Local Authorities but was pleased to see a good balance across senior officer level, Heads of Service and Operational Managers.

This was a matter for Executive and Council 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 2023/24 as set out in the report and as incorporated in the revised statement at Appendix A be endorsed.

**(2) T H A T the Council's Pay Policy 2023/24 be referred for consideration by Corporate Performance and Resources Scrutiny Committee on 15<sup>th</sup> February, 2023 and for final consideration and approval by Council on 6<sup>th</sup> March, 2023. Should Scrutiny Committee make no further comments then Cabinet would consider the Pay Policy as agreed and therefore referred to Full Council for consideration.**

### 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 2011 and to provide openness and accountability in relation to how the Council rewards its staff."**