

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 10<sup>TH</sup> MARCH, 2025

REFERENCE FROM CABINET: 6<sup>TH</sup> FEBRUARY, 2025

**“C247 PAY POLICY 2025/26 (EL/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

The item was agreed to be moved to the end of the agenda to allow any Senior Officers in attendance to leave the meeting while the matter was discussed.

The Leader presented the report to ask Cabinet to consider and endorse the Council's annual Pay Policy for 2025/26 prior to its submission to Full Council for approval.

Paragraph 4.5 of the report referred to the Policy having been developed incrementally since 2012 to incorporate the range of factors described, including pay awards and changes to senior structure. Appendix A to the report was the Employee Pay Policy 2025/26 with salary levels laid out by the Joint National Council for relevant roles.

This was a matter for Executive decision and thereafter Full Council.

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 2025/26 as set out in the report and as incorporated in the revised statement at Appendix A be endorsed.

**(2) T H A T the revised Pay Policy be referred for consideration by Corporate Performance and Resources Scrutiny Committee on 19th February, 2025 prior to final consideration and approval by Full Council on 10th March, 2025. Should Scrutiny Committee make no further comments then Cabinet would consider the Pay Policy as agreed and therefore refer the Pay Policy to Full Council for consideration.**

Reasons for decisions

(1) To respond to the legal requirements under the Local Authorities (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.**

**N.B. Please note for Council's information Corporate Performance and Resources Scrutiny Committee agreed with the Cabinet recommendations at its meeting on 19<sup>th</sup> February, 2025.**