

THE VALE OF GLAMORGAN COUNCIL

EXTRAORDINARY CORPORATE PERFORMANCE AND RESOURCES  
SCRUTINY COMMITTEE – 11<sup>TH</sup> FEBRUARY, 2021

REFERENCE FROM CABINET – 8<sup>TH</sup> FEBRUARY, 2021

**“C466 PAY POLICY 2021/2022 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

*The Leader moved this item to the end of the agenda for consideration as the report concerned staff pay. Members of the Senior Management Team who were attending the meeting left for this item, with the exception of the Head of Human Resources and Organisational Development, who remained to provide advice on any matters raised, but left the meeting prior to any decision being taken. The Cabinet and Committee Services Officer remained in order to take the minutes of the decisions taken.*

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 31<sup>st</sup> 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.

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 1<sup>st</sup> July, 2014;
- Changes as prescribed 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;
- Local Government Elections (Wales) Act 2021 has been taken into account as part of the annual Pay Policy Statement;
- Necessary refinements as a result of changes to the Council’s senior management structure over recent years;
- The effects of national and locally negotiated pay and associated benefit awards along with the provisions of the National Living Wage.

The Leader referred to a tabled item which would be a replacement to the published Pay Policy document which was attached as Appendix A to the report. As a result, there were changes required to the Recommendations within the report to note also. Changes were required so that the Pay Policy could accurately reflect as far as

possible at this time, the terms of the Local Government and Elections (Wales) Act 2021 around two key issues – Elections Payments and the Head of Paid Service role (Managing Director / Chief Executive).

The Leader referred to paragraph 2.4 of the report which stated that the Pay Policy had been written having regard to the Local Government and Elections (Wales) Act 2021, but unfortunately the section on Elections did not adequately take the new Act into account as it referred to what would soon be an out of date payment system. As such, section 6.25 to 6.33 of the tabled Appendix A had been reworded to reflect this. Subsequent paragraphs had been re-numbered to take account of the addition of paragraphs 6.25 to 6.33 accordingly.

The issues covered would require further work 'in-year' as the issues referenced above would need to be worked on and a way forward agreed, particularly in regard to Elections, and as such the Leader suggested an additional Recommendation (3) to address that matter.

Section 6.7 of Appendix A had also been amended to reflect the requirements of the same Act to designate a Chief Executive.

It was also noted that paragraph 13.1 of Appendix A had been updated with reference to reviewing the Pay Policy.

The Leader asked that the tabled Appendix A not only be forwarded to the Corporate Performance and Resources Scrutiny Committee, but to all Members of the Council for their information.

Councillor Williams stated that revisions were necessary and had been made after the papers had been made available for the meeting and needed to be updated before being considered by the Scrutiny Committee and Full Council.

This was a matter for Executive decision and thereafter all Councils consideration and approval.

Cabinet, having considered the report and all the issues and implications contained therein and noting the amendments to Recommendations (1) and (2) and a new Recommendation (3)

**RESOLVED –**

(1) T H A T the required changes to the Council's Pay Policy 2021/22 as set out in the report and as incorporated in the revised Appendix A Statement tabled at the meeting be agreed.

(2) T H A T the Pay Policy be endorsed and referred for consideration to the Corporate Performance and Resources Scrutiny Committee on 11<sup>th</sup> February, 2021 and for final consideration and approval by Council on 10<sup>th</sup> March, 2021.

(3) T H A T Cabinet receives a further report to be referred on to Full Council in due course, setting out the proposed amendments to the Council's Pay Policy, as

referenced in section 6.7 relating to the job designation of the Managing Director, and sections 6.25 to 6.33 under the heading 'Election Payments'.

### 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.
- (3) To make the further necessary amendments following implementation of the new provisions referred to under permitted powers pursuant to section 39 of the Localism Act 2011.”