

Report of the Chief Executive

Council – 23 March 2017

PAY POLICY 2017/2018

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| Purpose: | To seek Council approval of the Pay Policy for 2017/2018 |
| Policy Framework: | None |
| Reason for Decision: | To comply with the Localism Act 2011. |
| Consultation: | Human Resources, Legal, Finance and Access to Services. |
| Recommendation: | That Council approve the Policy for adoption. |
| Report Author: | Steve Rees |
| Finance Officer: | Mike Hawes |
| Legal Officer: | Tracey Meredith |
| Access to Services Officer: | Sherill Hopkins |

1. INTRODUCTION

- 1.1 The Localism Act 2011 required the Authority to prepare a Pay Policy Statement which articulates its Policy towards a range of issues relating to the pay of its workforce, particularly senior staff and the lowest paid employees.
- 1.2 This Authority's Pay Policy was approved at Council on March 2012 and subsequently reviewed each year.
- 1.3 The statement must be;
 - a) Prepared each year
 - b) Approved by full Council each year by 31st March.
 - c) Published on relevant Authorities' websites

3. PAY POLICY STATEMENT 2017/2018

3.1 A copy of the revised Pay Policy Statement is attached at Appendix A.

4. ADVICE ON THE WELSH GOVERNMENT FRAMEWORK ON TRANSPARENCY OF SENIOR REMUNERATION IN THE DEVOLVED PUBLIC SECTOR

4.1 In December 2016, the Welsh Government in consultation with the Public Services Staff Commission published advice in this respect. To view this document go to: <http://publicservicesstaffcommission.gov.wales/guidance-and-reports/transparency-of-senior-remuneration-devolved-welsh-public-sector?lang=en>. When reviewing the Pay Policy for 2017/18, the advice from Welsh Government has been taken into consideration (a copy is available on request). However, it should be noted that this Authority's Pay Policy already accounts for the issues contained in the advice.

5. FINANCIAL IMPLICATIONS

5.1 The costs arising from the Council's Pay Policy Statement are reflected in the 2017/2018 Budget.

6. LEGAL IMPLICATIONS

6.1 All of the Legal implications have been set out in the Policy.

7. EQUALITIES AND ENGAGEMENT IMPLICATIONS

7.1 Equalities and engagement considerations have been made in accordance with the Authority's Equality Impact Assessment process. .

Background Papers: None

Appendices: Draft Pay Policy Statement 2017/2018