



## Report of the Chief Executive

Extraordinary Meeting of Council - 12 February 2019

### Amendment to the Pay Policy Statement 2018-2019

<b>Purpose:</b>	To amend the Pay Policy Statement 2018-2019.
<b>Policy Framework:</b>	None.
<b>Consultation:</b>	Access to Services, Finance, Legal
<b>Recommendation(s):</b>	It is recommended that:  1) The amended Pay Policy Statement 2018-2019 be adopted.
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#### 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 first approved by Council in March 2012 and has been and subsequently reviewed each year. Council last conducted its review on 22 March 2018.
- 1.3 The Pay Policy statement must be:
  - a) Prepared each year
  - b) Approved by full Council each year by 31 March.
  - c) Published on relevant Authorities' websites

## **2. Pay Policy Statement 2018/2019**

2.1 A copy of the Pay Policy Statement 2018-2019 may be viewed at:

<https://democracy.swansea.gov.uk/documents/s43005/10%20-%20Pay%20Policy%20Report%20to%20Corporate%20Briefing%201st%20March%202018.pdf?LLL=-1>

2.2 Paragraph 11 of the Pay Policy Statement relates to “Re-Employment”. The current Paragraph 11 is outlined below:

### *“11. RE-EMPLOYMENT*

*11.1 No Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commissioned to work on behalf of the Council.*

*11.2 The Authority will inform Chief Officers on appointment who are in receipt of a pension under the LGPS from a previous employer that they must inform their Pension Fund Provider of their re-employment in Local Government. The appropriate abatement rules can then be applied.”*

2.3 It is proposed to amend Paragraph 11.1 of the Pay Policy so that Council has in exceptional circumstances the ability to waive the requirement of this Paragraph. It is therefore proposed that Paragraph 11.1 be amended to read as follows:

*“11.1 No Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commissioned to work on behalf of the Council save for in exceptional circumstances when a meeting of Council may waive this requirement.”*

## **3. Financial Implications**

3.1 The costs arising from the amended Council’s Pay Policy Statement 2018-19 will be accommodated within the 2018/2019 budget and beyond.

## **4. Legal Implications**

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

## **5. Equalities and Engagement Implications**

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

### **Background Papers:**

None.

### **Appendices:**

None.