



Report of the Cabinet Member for Delivery and Operations

Extraordinary Council – 26 March 2021

Pay Policy Statement 2021-22

Purpose:	To approve the Pay Policy Statement 2021-2022.
Policy Framework:	None.
Consultation:	Human Resources, Legal, Finance and Access to Services.
Recommendation:	It is recommended that:
1)	The Pay Policy Statement 2021-2022 as attached at Appendix A of the report be approved and published.
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Access to Services Officer:	Rhian Millar

1. Introduction

1.1 Under Section 112 of the Local Government Act 1972 the Council has 'the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit' subject to its obligations under the Localism Act 2011. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of sections 38 to 43 of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year, detailing:

- The Authority's policies relating to seven matters concerning the remuneration of Chief Officers including the publication of and access to information relating to all aspects of their remuneration

- The Authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

1.2 The new annual Pay Policy is attached at **Appendix A**.

2. Content of the Pay Policy Statement

2.1 The Pay Policy Statement outlines the Council's implementation of:

- The broad principles of the pay strategy which include:
 - Transparency, accountability and value for money
 - Pay and Reward Strategy
 - NJC Pay Structure
 - The national pay grades - Soulbury committee
 - Job evaluation
 - National minimum wage/national living wage/living wage
 - Market Supplements & Honorariums
 - Pay and Performance
 - Exit Cap and recovery provisions
- Chief Officer Pay
- Teachers' Pay
- Publication
- Pay relativities within the Authority
- Independent Remuneration Panel
- Accountability and Decision Making
- Re-employment

3. Financial Implications

3.1 The costs arising from the Council's Pay Policy Statement are reflected in the 2021/2022 Budget

4. Legal Implications

4.1 Under s 39(1) of the Localism Act 2011, the Council is required to approve its Pay Policy Statement by 31 March each year.

5. Equality and Engagement Implications

5.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

- 5.2 The Pay Policy Statement for 2021/22 has taken all necessary steps to assure the Council that we meet the required standard.
- 5.3 An EIA screening has been undertaken and the assessment indicated that there was a low impact on the workforce (**Appendix B**).

Background Papers: None.

Appendices:

Appendix A - Draft Pay Policy Statement 2021/22.

Appendix B - Equality Impact Assessment Screening.