



Report of the Cabinet Member for Corporate Service & Performance

Council – 4 May 2023

Pay Policy Statement 2023/24

Purpose:	To present to full Council for approval, the updated Pay Policy Statement for the City and County of Swansea for 2023/24.
Policy Framework:	None
Consultation:	Human Resources, Legal, Finance and Access to Services.
Recommendation(s):	It is recommended that; 1) The updated Pay Policy Statement 2023-2024 as attached at Appendix A of the report be approved and published.
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1. Introduction

- 1.1 Sections 38 to 43 of the Localism Act 2011 requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year, detailing:
- The Council's policies towards all aspects and elements of the remuneration of Chief Officers;
 - The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
 - The Council's policy on 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 This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements for the financial year 2023/24.
- 1.3 This updated Pay Policy statement is appended as Appendix A.

2. Key Points of Consideration

- 2.1 The updated Statement now incorporates the NJC agreement that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine. As a result CMT have agreed that SCP1, relating to Grade 1 employees, will be removed from our pay scales and impacted employees moved onto SCP3 in Grade 2 with effect from 1st April 2023. This is referred to in paragraph 6.4 of the Pay Policy attached at Appendix A.
- 2.2 The updated Statement also reflects the Council's intention to implement a new Chief Officer job evaluation scheme being decided upon by Council in 2023/24. This is referred to in paragraph 7.4 of the Pay Policy attached at Appendix A.
- 2.3 The Statement reflects the 2022/23 Pay Award for NJC employees and Chief Executives and Chief Officers which has already been agreed. The Pay Awards for 2023/24 remain under negotiation.
- 2.4 The Statement reflects the 2021 Pay Award for Soulbury employees as the 2022 Award which remains under negotiation.

3. Integrated Assessment Implications

- 3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, 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 Acts.
 - 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.
 - Deliver better outcomes for those people who experience socio-economic disadvantage
 - Consider opportunities for people to use the Welsh language
 - Treat the Welsh language no less favourably than English.
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 3.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in

accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

3.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

3.4 An IIA screening has been undertaken (Appendix B) which demonstrates;

“All employees are directly affected by this policy, however the salary is set at UK national level. As such, it has been identified that there is a “Low Impact” on the Groups identified in Q2. It is a requirement that this Pay Policy is agreed at full Council, as a result, this has required consultation with Finance and Legal in its production (Q3) as well as consideration of the requirements of the WFG (Q4). There is “low risk” in adopting this policy relating to the impacts identified in Q5.

“The cumulative impact is to ensure that the Council has clearly outlined how employees and workers are paid, and the additional arrangements that are in place to provide remuneration and pension benefits. Overall the policy aims to ensure that how all employees and workers are paid for work, and also outlines the reasoning behind the policy, and to meet the guidance laid out by Welsh Government” (Q7).

4. Financial Implications

4.1 The costs arising from the Council's Pay Policy Statement are reflected in the 2023/2024 Budget. An assumption for pay has been made for 2023/24 but details of any likely offer or scope for agreed settlement remain unknown.

5. Legal Implications

5.1 Under s 39(1) of the Localism Act 2011, the Council is required to approve its Pay Policy Statement by 31 March each year. The Council has already approved a Pay Policy at the Council meeting on 2 February for publication. This report is simply seeking to amend the Pay Policy.

Background Papers: None

Appendices:

Appendix A	Pay Policy Statement
Appendix B	Integrated Impact Assessment.