

Report of the Cabinet Member for Business Transformation & Performance

Council – 28 March 2019

Pay Policy Statement 2019-2020

Purpose:	To approve the Pay Policy Statement 2019-2020.
Policy Framework:	None.
Consultation:	Human Resources, Legal, Finance and Access to Services.
Recommendation:	It is recommended that: 1) The Pay Policy Statement 2019-2020 as attached at Appendix A of the report be approved and published.
Report Author:	Adrian Chard
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
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'. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of 38 (1) 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 towards all aspects and elements of the remuneration of Chief Officers;
- Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers;
- 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 2019/2020 Budget

4. Legal Implications

4.1 Under s 38(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 2019/20 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 2019/2020.

Appendix B - Equality Impact Assessment Screening.

PAY POLICY STATEMENT 2019/2020

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1. Policy Statement

- 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'. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of 38 (1) 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:
- a) The Authority's Policies towards all aspects and elements of the remuneration of Chief Officers
 - b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
 - c) The Authority's Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
 - d) The relationship between the remuneration of its Chief Officers and other employees.
- 1.2 Local Authorities are large complex organisations with multi-million pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3 The global economic crisis and the reduction in budgets during the current Comprehensive Spending Review (CSR) period has necessitated councils going through unprecedented and painful cuts in jobs and services in response. This process has avoided some of the potential financial difficulties for councils but has been essentially reactive, and will require ongoing strategic review going forward.
- 1.4 As required by legislation, full Council approved the Pay Policy in 2012 and this policy statement came into immediate effect. The Policy is subject to review on a minimum of an annual basis in accordance with the relevant legislation.

2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the
- a) Equality Act 2010
 - b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - c) Agency Workers Regulations 2010 and where relevant, the
 - d) Transfer of Undertakings (Protection of Earnings) Regulations

3. Policy Scope

- 3.1 The Localism Act 2011 required Authorities to develop and make public their Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Authority, explaining their Policy on the relationship between remuneration for Chief Officers and other groups. However, in the interests of transparency and accountability the Council has chosen to take a broader approach and produce a Policy covering all employee groups with the exception of School Teachers (as the remuneration for this latter group is set by the Secretary of State and therefore not in Local Authority control).
- 3.2 Nothing within the provisions of the Localism Act 2011 detract from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers. However, this Policy will be complied with in setting remuneration levels for all groups within its scope.

4. Principles of the Pay Strategy

4.1 Transparency, accountability and value for money

- 4.1.1 The Council is committed to an open and transparent approach to pay policy which will enable the tax payer to access, understand and assess information on remuneration levels across all groups of council employees. To this end the following are provided as Appendices to this policy:-
- i) Swansea Council's Employee Pay Scales, Local Government Services Employees (Annex A)
 - ii) Swansea Council's Chief Officer Pay Scales (Annex B)
 - iii) National Pay Grades - Soulbury (Annex C)
 - iv) JNC Chief Officer Terms and Conditions (available upon request from Human Resources)
 - v) JNC Chief Officer Employment Rules (as per Council Constitution) (<http://democracy.swansea.gov.uk/documents/s31874/CouncilConstitutionNovember2016.pdf>)
 - iii) Policy on Redundancy and Severance Payments (<http://www.swansea.gov.uk/redundancyanddeployment>)

4.2 Development of Pay and Reward Strategy

- 4.2.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the Authority can perform at its best. The biggest challenge for the Council in the current circumstances is to maximise productivity and efficiency within current resources. Pay Policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the Authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.

- 4.2.2 In this context it does need to be recognised that at the more senior grades in particular remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.2.3 In addition, the Council is the major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the City & County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.
- 4.2.4 In designing, developing and reviewing its Pay and Reward Strategy, the Council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs. This Pay Policy will be reviewed on an annual basis in line with our strategy for pay and approved annually by the Full Council.

4.3 NJC Pay Structure

- 4.3.1 The Council uses the nationally negotiated pay spine as the basis for its grading structure. This determines the salaries of the larger majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant.
- 4.3.2 The current pay rates for the period 1st April 2019 are attached at **Annex A**.
- 4.3.3 The new NJC Pay Scales for 2019 have been integrated into the main Swansea Council pay structure and will be implemented on 1 April 2019.
- 4.3.4 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.
- 4.3.5 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.
- 4.3.6 All future pay nationally negotiated pay increases for NJC staff will follow the same process as for Chief Officers; see Paragraph 5.5.1 below. The Authority will therefore pay future pay rises as and when determined in accordance with contractual requirements.

4.4 National Pay Grades - Soulbury Committee

- 4.4.1 The Soulbury Committee has its own pay scales and includes the following groups of staff:-
- i) Educational Inspectors and Advisers
 - ii) Educational Psychologists

iii) Youth and Community Service Officers

- 4.4.2 In addition to the annual pay increase, the Soulbury Committee determines the national salary framework. On other conditions of service issues, the Soulbury agreement ensures that Soulbury officers have conditions which are not less favourable than other local government staff employed in the authority they work in.
- 4.4.3 All future pay nationally negotiated pay increases for Soulbury staff will follow the same process as for Chief Officers; see Paragraph 5.5.1 below. The Authority will therefore pay future pay rises as and when determined in accordance with contractual requirements.
- 4.4.4 The current pay rates for this group of staff for the period 1st September 2018 and 1st September 2019 are attached at **Annex C**.

4.5 Job Evaluation

- 4.5.1. Job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs within an organisation. It aims to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure and pay equity between jobs.
- 4.5.2. The Council implemented Single Status for all staff in terms of Pay & Grading and Terms & Conditions on 1st April 2014. The concept of equality was central to this work and our Equality Impact Assessment (EIA) process has been utilised throughout. It has already informed the Council's negotiating position in relation to a number of Terms and Conditions. The Council engaged Northgate to assist us to carry out an EIA in respect of our new pay model.

4.6 National Minimum Wage/National Living Wage/Living Wage

- 4.6.1 As part of the NJC National Pay Negotiations for 2018/2019 and 2019/2020, there has been agreement to completely revise the NJC National Pay Spine to take account of the National Living Wage. The Council's Pay Model has been revised to take account of this now that it has been agreed nationally.
- 4.6.2 The Council will be implementing the new NJC Pay Scales on 1 April 2019. As a result of this, the Living Wage will be the recommended £9.00 per hour for all scale 1 posts.
- 4.6.3 The NJC pay scales and how they are implemented to the current Swansea Council Pay Structure is included in ANNEX A.

4.7 Market Supplements

- 4.7.1 Job evaluation has enabled the Council to set appropriate remuneration levels based on internal job size relativities within the council. However, from time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity.
- 4.7.2 It is the Council's policy that any such additional payments be kept to a minimum and be reviewed on a regular basis so that they can be withdrawn

where no longer considered necessary.

4.7.3 Where there are specialist technical roles required within a service, and the recruitment process has failed to deliver appropriately qualified suitable candidates for the role on offer, the Head of Service will submit a full business case for the additional market supplement payment, based on current labour market research for these required skills, to Corporate Management Team.

4.7.4 2019/20 budget proposals identified savings of 50% of market supplement payments and this will require a review of this policy.

4.8 Honorarium Payments

4.8.1 The Council recognises that it may be necessary from time to time to apply an additional payment when an employee is requested to 'act up' into a higher graded post or temporarily undertake additional duties associated with a higher graded post.

4.8.2 In these circumstances, honoraria payments may be made and this Honorarium Policy seeks to ensure that honoraria payments are transparent, properly considered, subject to proper review and implemented on a consistent basis.

4.8.3 2019/20 budget proposals identified savings of 50% of honoraria payments and this will require a review of this policy.

4.9 Pay and Performance

4.9.1 The Council expects high levels of performance from all employees and has an Annual Appraisal Scheme in place to monitor, evaluate and manage performance on an ongoing basis.

4.9.2 For Chief Officers, the annual increment (if not already at top of scale) is only awarded once the Annual Appraisal has been deemed to be satisfactory.

4.10 Exit Cap and Recovery Provisions

4.10.1 In 2017, the UK Government intended to introduce Regulations that will impose a cap of £95,000 on exit payments for public sector workers. It also intends to develop regulations to enable the recovery of exit payments made to employees who leave the public sector and return within 12 months; although the timetable for these regulations is not as clear.

4.10.2 The minimum salary to which the recovery provisions will apply is £80,000 per annum. To date no such Regulations have been published by the Government although it is understood that consultation was due to take place in 2018 in respect of these Regulations, but slippages in the UK Government legislation timetable has postponed action on this. Council Policies will be updated at the appropriate time to take account of any changes.

5.1 Definitions of Chief Officer & Pay Levels

5.1.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below: (details of the salary of each are included at Appendix C).

- a) Chief Executive
- b) Corporate Directors
- c) Chief Officers
- d) Heads of Service

5.1.2 No bonus or performance related pay mechanism is applicable to Chief Officers' pay; although the annual increment (if not already at top of scale) is only awarded once the Annual Appraisal has been deemed as satisfactory. The Chief Executive is on a spot salary, with no incremental progression.

5.1.3 In respect of the nationally agreed JNC Pay Award for the Chief Executive's salary, half is afforded automatically with the other half subject to the performance rating at the Annual Performance Appraisal. The current Chief Executive is on a spot salary of £142,814 p.a. with no incremental progression.

5.2 Chief Officer Job Evaluation

5.2.1 Director and Head of Service level posts were job evaluated in 2009 using the GLPC Job Evaluation Scheme for Chief Officers in Local Government (1993) revised 2016.

5.3 Recruitment of Chief Officers

5.3.1 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

5.3.2 There is a requirement under the Welsh Government Regulations that all vacant posts with a salary of over £100,000 are publicly advertised. The only exception to this new rule is where the appointment is for 12 months or less. It is also possible to divide up the duties from one deleted Chief Officer posts between other existing post holders.

5.3.3 Where the Council remains unable to recruit Chief Officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive Chief Officer post, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief Officers engaged under such arrangements.

5.4 Additions to salary of Chief Officers

- 5.4.1. The Council does not apply any bonuses or performance related pay to its Chief Officers. However, the annual increment (if not already at top of scale) is only awarded once the annual appraisal has been deemed as satisfactory.
- 5.4.2 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.
- 5.4.3. The cost of membership of one half of a professional body is met by the Authority if it is deemed an essential requirement of the post.
- 5.4.4. The Chief Executive's salary and Job Description include his role as Returning Officer for Local Government Elections. All other Elections and referenda are not included and are covered by the JNC Terms and Conditions of Employment.

5.5 Pay Increases - Chief Officers

- 5.5.1 The Council employs Chief Officers under JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements.

The Pay Scale with effect from 1st April 2019 is attached at **Annex B**.

5.6 Payments on Termination

- 5.6.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 45 weeks' pay would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).
- 5.6.2 Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the Chief Executive and Leader of the Council or relevant Elected Members, Committee or Panel of Elected Members with delegated authority to approve such payments.
- 5.6.3 The Authority will comply with the Welsh Government's guidance that full Council should be given the opportunity to vote before large severance packages beyond a particular threshold are approved for staff leaving the

organisation. The guidance states *that “as with salaries on appointment, the Welsh Ministers consider £100,000 is the right level for that threshold to be set. Members must be made aware of any statutory or contractual entitlements due to the employee and the consequences of a non-approval by Council, in which failure to fulfill the statutory or contractual obligations may enable the employee to claim damages for breach of contract”*.

5.6.4 When calculating the value of a severance package, the following payments should include the following items:-

- a) salary paid in lieu
- b) lump sum redundancy/severance payment
- c) cost to the Authority of the strain on the pension fund arising from providing early access to an unreduced pension

6. Teachers Pay

6.1 The Teachers Pay Policy provides a framework for making decisions on Teachers' pay. It has been developed to comply with the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been the subject of consultation with ASCL, ATL, NAHT, NASUWT, NUT AND UCAC.

6.2 A Policy is provided to all schools each year within the Authority with a recommendation that the Governing Body adopt it. A copy of the Policy is available on request.

7. Publication

7.1 Upon approval by the full Council, this statement will be published on the Council's Website. In addition, for posts where the full time equivalent salary is at least £60,000, as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Councils Annual Statement of Accounts will include a note setting out the total amount of:

- salary, fees or allowances paid to or receivable by the person in the current and previous year;
- any bonuses so paid or receivable by the person in the current and previous year;
- any sums payable by way of expenses allowance that are chargeable to UK income tax;
- any compensation for loss of employment and any other payments connected with termination;
- any benefits received that do not fall within the above

8. Pay relativities across the authority

8.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's

grading structure. The Council employs Apprentices [and other such Trainees] who are not included within the definition of 'lowest paid employees' as they are not employed under Contracts of Employment.

- 82 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out earlier in this Policy Statement.
- 83 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 84 The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as 1.10 and between the lowest paid employee and average Chief Officer as 1:5.
- 85 The multiple between the median (average) full time equivalent earnings and the Chief Executive is 1:5 and between the median (average) full time equivalent earnings and average Chief Officer is 1:3.
- 86 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

9. Independent Remuneration Panel for Wales

- 9.1 This is in respect of the salary of the Head of Paid Service/Chief Executive and Chief Officers whereby Authorities will pay due regard to any recommendation received from the Independent Remuneration Panel (IRP) when performing its functions under Section 38 of the Localism Act 2011.
- 9.2 A referral was made to the IRP in 2018 due the senior management restructure. It was determined by the panel that the panel approved the proposal to increase the salary of the Chief Legal Officer and determined that the other proposals for new posts were outside of their remit.
- 9.3 A further referral was made in February 2019 due to the interim appointment of Head of Paid Service/Chief Executive and it was determined by the panel to approve the proposal.

10. Accountability and decision making

- 10.1 In accordance with the Constitution of the Council, the Cabinet is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

11. Re-employment procedures

- 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.”
- 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.

12. Monitoring and review

- 12.1 The Policy outlines the current position in respect of pay and reward across the Council and it will continue to be monitored over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for citizens of Swansea.
- 12.2 The Policy will be reviewed annually and reported to Council.

ANNEX A: NJC Pay Scale and Swansea Implementation April 2019

GRADE	SCP 18/19	HOURLY RATE 18/19	SALARY 18/19	SCP 19/20	HOURLY RATE 19/20	SALARY 19/20
GRADE 1	LW	£8.78	£16,946	1	£9.00	£17,364.00
GRADE 2	11	£8.82	£17,007	3	£9.36	£18,065.00
GRADE 3	12	£8.90	£17,173	4	£9.55	£18,426.00
	13	£9.01	£17,391	4	£9.55	£18,426.00
GRADE 4	14	£9.16	£17,681	5	£9.74	£18,795.00
	15	£9.32	£17,972	5	£9.74	£18,795.00
	16	£9.50	£18,319	6	£9.94	£19,171.00
GRADE 5	17	£9.68	£18,672	7	£10.14	£19,554.00
	18	£9.78	£18,870	7	£10.14	£19,554.00
	19	£10.08	£19,446	8	£10.34	£19,945.00
	20	£10.27	£19,819	9	£10.54	£20,344.00
GRADE 6	21	£10.65	£20,541	11	£10.97	£21,166.00
	22	£10.92	£21,074	12	£11.19	£21,589.00
	23	£11.24	£21,693	14	£11.64	£22,462.00
	24	£11.61	£22,401	15	£11.88	£22,911.00
	25	£11.98	£23,111	17	£12.35	£23,836.00
GRADE 7	26	£12.37	£23,866	19	£12.85	£24,799.00
	27	£12.78	£24,657	20	£13.11	£25,295.00
	28	£13.20	£25,463	22	£13.64	£26,317.00
	29	£13.72	£26,470	23	£13.99	£26,999.00
	30	£14.18	£27,358	24	£14.46	£27,905.00
GRADE 8	31	£14.63	£28,221	25	£14.92	£28,785.00
	32	£15.06	£29,055	26	£15.36	£29,636.00
	33	£15.50	£29,909	27	£15.81	£30,507.00
	34	£15.94	£30,756	28	£16.26	£31,371.00
	35	£16.28	£31,401	29	£16.60	£32,029.00
GRADE 9	36	£16.71	£32,233	30	£17.04	£32,878.00
	37	£17.18	£33,136	31	£17.52	£33,799.00
	38	£17.68	£34,106	32	£18.03	£34,788.00
	39	£18.26	£35,229	33	£18.63	£35,934.00
	40	£18.74	£36,153	34	£19.11	£36,876.00
GRADE 10	41	£19.23	£37,107	35	£19.62	£37,849.00
	42	£19.72	£38,052	36	£20.12	£38,813.00
	43	£20.22	£39,002	37	£20.62	£39,782.00
	44	£20.71	£39,961	38	£21.13	£40,760.00
	45	£21.18	£40,858	39	£21.60	£41,675.00
GRADE 11	46	£21.69	£41,846	40	£22.12	£42,683.00
	47	£22.19	£42,806	41	£22.63	£43,662.00
	48	£22.68	£43,757	42	£23.13	£44,632.00
	49	£23.17	£44,697	43	£23.63	£45,591.00
	50	£23.67	£45,669	44	£24.14	£46,582.00
GRADE 12	51	£24.17	£46,627	45	£24.65	£47,560.00
	52	£24.67	£47,593	46	£25.16	£48,545.00
	53	£25.18	£48,586	47	£25.69	£49,558.00
	54	£25.71	£49,598	48	£26.22	£50,590.00
	55	£26.24	£50,631	49	£26.77	£51,644.00

ANNEX B: Chief Officers Pay 2019/20

CHIEF EXECUTIVE'S PAY SCALE								
£148,584 fixed point								
DIRECTORS' PAY SCALES £102,842 to £116,745								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£102,842	£105,548	£106,131	£108,785	£111,349	£114,092	£116,745		
CHIEF OFFICERS £86,604 to £106,131								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9
£86,604	£89,310	£92,017	£94,723	£97,429	£100,135	£102,842	£105,548	£106,131
HEADS OF SERVICE BAND 1 £70,365 to £86,604								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£70,365	£73,072	£75,778	£78,484	£81,190	£83,898	£86,604		
HEADS OF SERVICE BAND 2 £59,540 to £75,778								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£57,228	£62,246	£64,953	£67,659	£70,365	£73,072	£75,778		
HEADS OF SERVICE BAND 3 £54,128 to £64,953								
Point 1	Point 2	Point 3	Point 4	Point 5				
£54,128	£56,781	£59,540	£62,246	£64,953				

ANNEX C Soulbury 2018/2019

Educational Improvement Professionals

SCP	Current	01.09.18	01.09.19
1	34067	34749	35444
2	35287	35993	36713
3	36439	37168	37912
4	37606	38359	39127
5	38767	39543	40334
6	39928	40727	41542
7	41148	41971	42811
8	42321*	43168*	44032*
9	43689	44563	45455
10	44908	45807	46724
11	46112	47035	47976
12	47277	48223	49188
13	48597**	49569**	50561**
14	49773	50769	51785
15	51073	52095	53137
16	52248	53293	54359
17	53426	54495	55585
18	54582	55674	56788
19	55775	56891	58029
20	56391***	57519***	58670***
21	57575	58727	59902
22	58607	59780	60976
23	59744	60939	62158
24	60762	61978	63218
25	61851	63089	64351
26	62914	64173	65457
27	64001	65282	66588
28	65102	66405	67734
29	66207	67532	68883
30	67309	68656	70030
31	68402	69771	71167
32	69512	70903	72322
33	70623	72036	73477
34	71761	73197	74661
35	72895	74353	75841
36	74062	75544	77055
37	75210	76715	78250
38	76371	77899	79457
39	77515	79066	80648
40	78659	80233	81838
41	79809	81406	83035
42	80958	82578	84230

43	82106	83749	85424
44	83259	84925	86624
45	84410	86099	87821
46	85562	87274	89020
47	86719	88454	90224
48	87865****	89623****	91416****
49	89016****	90797****	92613****
50	90168****	91972****	93812****

Notes:

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

*normal minimum point for EIP undertaking the full range of duties at this level.

**normal minimum point for senior EIP undertaking the full range of duties at this level.

***normal minimum point for leading EIP undertaking the full range of duties at this level.

****extension to range to accommodate structured professional assessments.

Young People's / Community Service Manager

SCP	Current	01.09.18	01.09.19
1	35333	36040	36761
2	36489	37219	37964
3	37645	38398	39166
4	38824*	39601*	40394*
5	40023	40824	41641
6	41192	42016	42857
7	42388**	43236**	44101**
8	43747	44622	45515
9	44497	45387	46295
10	45654	46568	47500
11	46805	47742	48697
12	47958	48918	49897
13	49103	50086	51088
14	50259	51265	52291
15	51417	52446	53495
16	52578	53630	54703
17	53745	54820	55917
18	54904	56003	57124
19	56057	57179	58323
20	57235***	58380***	59548***
21	58435***	59604***	60797***
22	59663***	60857***	62075***
23	60915***	62134***	63377***
24	62194***	63438***	64707***

Notes:

The minimum Youth and Community Service Officers' scale is 4 points. Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).

**normal minimum point for principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report).

***extension to range to accommodate discretionary scale points and structured professional assessments.

Trainee Educational Psychologists

SCP	Current	01.09.18	01.09.19
1	22955	23415	23884
2	24636	25129	25632
3	26314	26841	27378
4	27996	28556	29128
5	29675	30269	30875
6	31355	31983	32623

Assistant Educational Psychologists

SCP	Current	01.09.18	01.09.19
1	28218	28783	29359
2	29371	29959	30559
3	30523	31134	31757
4	31669	32303	32950

Educational Psychologists - Scale A

SCP	Current	01.09.18	01.09.19
1	35731	36,446	37,175
2	37545	38,296	39,062
3	39359	40,146	40,949
4	41171	41,994	42,834
5	42984	43,844	44,721
6	44797	45,693	46,607
7	46504	47,434	48,383
8	48211	49,175	50,159
9	49810*	50806*	51822*
10	51411*	52439*	53488*
11	52903*	53961*	55040*

Senior and Principal Educational Psychologists

SCP	Current	01.09.18	01.09.19
1	44797	45693	46607
2	46504	47434	48383
3	48211*	49,175*	50,159*
4	49810	50806	51822
5	51411	52439	53488
6	52903	53961	55040
7	53516	54586	55678
8	54661	55754	56869
9	55795	56911	58050
10	56950	58089	59251
11	58081	59243	60428
12	59235	60420	61628
13	60409	61617	62849
14	61543**	62774**	64029**
15	62731**	63986**	65266**
16	63908**	65186**	66490**
17	65093**	66395**	67723**
18	66276**	67602**	68954**

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.

**Extension to range to accommodate discretionary scale points and structured professional assessments.

Equality Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact the Access to Services team (see guidance for details).

Section 1

Which service area and directorate are you from?

Service Area: HR&OD

Directorate: Resources

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

Service/ Function Proposal	Policy/ Procedure	Project	Strategy	Plan	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe here:

Pay Policy Statement 2019/2020 – the statement outlines all of the pay frameworks used across the Council and informs on nationally agreed pay increases. It also covers the annual regulatory requirements for reporting on Local Government Pay matters.

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line
service delivery

(H)

Indirect front line
service delivery

(M)

Indirect back room
service delivery

(L)

(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they
internal
need to

(H)

Because they
want to

(M)

Because it is
automatically provided to
everyone in Swansea

(M)

On an
basis
i.e. Staff

(L)

Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older people (50+) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race (including refugees) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Gypsies & travellers		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

Consulted CMT and Trades Unions on the new NJC pay scale implementation, but there is no change to the main Pay Policy from last year.

Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?

High visibility
 (H)

Medium visibility
 (M)

Low visibility
 (L)

(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION?
(Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk
 (H)

Medium risk
 (M)

Low risk
 (L)

Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes

No

If yes, please provide details below

Q7 HOW DID YOU SCORE?

Please tick the relevant box

MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2

MOSTLY L → **LOW PRIORITY / NOT RELEVANT** → **Do not complete EIA**
Please go to Q8 followed by Section 2

Q8 If you determine that this initiative is not relevant for an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.

The Pay Policy Statement outlines all of the different pay implementation frameworks used across the Council. There is no change to last year, except where there is nationally agreed % pay rise, which is shown in the appendices as updated pay scales.

The new Pay Structure NJC grades 1-12 has already been assessed under the EIA framework, and no assessment other than a general screening was required.

Section 2

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:
Name: Linda Phillips
Job title: Workforce and OD Business Partner
Date: 14 March 2019
Approval by Head of Service:
Name: Adrian Chard
Position: Strategic Manager HR&OD
Date: 14 March 2019

Please return the completed form to accesstoservices@swansea.gov.uk