

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 26TH FEBRUARY, 2020

REFERENCE FROM CABINET : 20TH JANUARY, 2020

“C204 PAY POLICY 2020/2021 (L / PR) (SCRUTINY COMMITTEE – CORPORATE PERFORMANCE AND RESOURCES) –

This item was held over and discussed as the last agenda item so that senior officers could remain during the discussions concerning the other agenda items. When discussing this report, the Chairman then asked that all senior officers, with the exception of the Head of Human Resources and Organisational Development who would remain to answer any initial technical questions, to leave the room during this item.

The Council had a statutory requirement under the Localism Act 2011 to prepare a Pay Policy Statement for the new financial year 2020/21. The Statement needed to be approved and published by 31st March, 2020. The document provided a framework for ensuring that employees were rewarded fairly and objectively, in accordance with the service needs of the Council and that there was openness and transparency in relation to the process.

The Pay Policy had been incrementally developed since 2012 to incorporate the following:

- Guidance from Welsh Government as contained in the document “Pay Accountabilities in Local Government in Wales” as updated January 2016;
- Changes as prescribed by the Local Authorities Standing Orders (Wales) (Amendment) Regulations 2014 which took effect from 1st July, 2014;
- Changes as prescribed by the Local Government (Wales) Act 2015 to ensure that any proposed changes to the salary of Chief Officers (as defined in the Localism Act 2011) were made following consultation with the Independent Remuneration Panel for Wales;
- Necessary refinements as a result of changes to the Council’s senior management structure over recent years;
- The effects of national and locally negotiated pay and associated benefit awards along with the provisions of the National Living Wage.

The Leader asked if Cabinet had any technical questions concerning the report. There being no technical questions forthcoming, the Head of Human Resources and Organisational Development also left the meeting at this time.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein,

RESOLVED –

(1) T H A T the required changes to the Council's Pay Policy 2020/21 as set out in the report and as incorporated in the revised statement at Appendix A to the report be agreed.

(2) T H A T the Pay Policy be endorsed and referred for consideration by Corporate Performance and Resources Scrutiny Committee on 5th February, 2020 and for final consideration and approval by Full Council on 26th February, 2020.

Reasons for decisions

(1) To respond to the legal requirements under the Standing Orders (Wales) Amendment Regulations 2014, the Local Government (Wales) Act 2015 and related advice from the Welsh Government.

(2) To respond to the legal requirement under the Localism Act and to provide openness and accountability in relation to how the Council rewards its staff.”