

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 7<sup>TH</sup> MARCH, 2022

REFERENCE FROM CABINET: 14<sup>TH</sup> FEBRUARY, 2022

**“C814 PAY POLICY 2022/23 (EL/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

The Executive Leader and Cabinet Member for Corporate Performance and Resources presented the report to consider and endorse the Council’s annual Pay Policy for 2022/23 prior to its submission to Council for approval.

The Council had a statutory requirement under the Localism Act 2011 to prepare a pay policy statement for the new financial year 2022/23. The statement needed to be approved and published by 31st March, 2022. 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.
- Local Government Elections (Wales) Act 2021 had been taken into account as part of the annual Pay Policy Statement.
- 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.

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 2022/23 as set out in the report and as incorporated in the revised statement on Appendix A be agreed.

**(2) T H A T the Pay Policy be endorsed and referred for consideration by Scrutiny Committee (Corporate Performance and Resources) on 17th February 2022 for final consideration and approval by Council on 7th March 2022.**

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 2011 and to provide openness and accountability in relation to how the Council rewards its staff.”**