

**THE VALE OF GLAMORGAN COUNCIL**

**REQUEST FOR THE USE OF EMERGENCY POWERS –  
CORONAVIRUS PANDEMIC**

**SUBJECT:** Chief Officer Appraisals – Delaying until Autumn or when Covid 19 restrictions cease to apply (whichever is soonest) and to award incremental pay awards in absence of appraisals

1. **Originating / Department / Service –**

MD and Resources

2. **Reason for Seeking Emergency Powers –**

PLEASE SPECIFY BELOW and attach appropriate Committee report / minute/ memo \* (\* delete as appropriate)

The CMT Gold meeting of Tuesday 31 March was advised that annual increments are payable from 1 April 2020, based on appraisals which are normally carried out in the Spring. This year this is not possible. The Leader and MD had verbally discussed the issue (this is possible as the MD is on a spot salary, and his remuneration is not impacted by appraisal) and come to the conclusion as follows:

- That appraisals would be delayed as above, and would be on a lighter touch reflecting the fact that they are delayed
- That increments would be based on the same pattern as the last year. Those on top of grades would be unaffected and would remain as such and those due increments would be awarded increments, albeit without appraisals given the exceptional circumstances.

The normal delegated powers spreadsheet to approve payments is attached which gives a picture across the organisation.

3. **Policy Framework and Budget –**

PLEASE INDICATE as appropriate that the matter that you are seeking the use of Emergency Powers for is a Cabinet or Council function.

Cabinet

Council

4. **Relevant Scrutiny Committee –**

**Corporate Performance and Resources**

**IMPORTANT**

The following sections **must** be completed **prior** to the request being submitted to the Democratic and Scrutiny Services Section for processing.

I confirm (delete as appropriate)

~~(a) That there are no financial implications and the relevant Cabinet Member, Leader and / or the Deputy Leader has been consulted and is in agreement with the use of Emergency Powers; or~~

(b) That, in view of the financial commitments, the Head of Financial Services, the appropriate Chief Officer, the relevant Cabinet Member, Leader and / or Deputy Leader have been consulted and are in agreement with the use of the Emergency Powers and that

~~(c) For matters relating to the Planning Committee the Chairman of the Planning Committee has also been consulted and is in agreement with the use of Emergency Powers;~~

~~(d) For matters relating to the Licensing Committee the Chairman of the Licensing Committee has also been consulted and is in agreement with the use of Emergency Powers.~~

~~(e) For matters relating to the Welsh Church Act Estate Committee the Chairman of the Welsh Church Act Estate Committee has also been consulted and is in agreement with the use of Emergency Powers.~~

~~(f) For matters relating to policy the relevant Scrutiny Committee Chairman has been consulted and is in agreement with the use of Emergency Powers.~~

Signed: .....  
(Instructing Chief Officer)

Date: .....23rd March 2020...

Please print name: ...Marcus Goldsworthy.....

I hereby approve under my Emergency Powers the attached recommendation(s) on behalf of the Cabinet /-Council (please delete as appropriate).

Signed: ...D R Thomas .. Date: ..23 March 2020.....  
Managing Director

**NB Should the relevant portfolio Cabinet Member be unable to be consulted only the Leader and / or Deputy Leader be consulted in their absence.**

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**N.B. Cabinet: 23<sup>rd</sup> March, 2020 Minute No. 295**

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