

No.

## **CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE**

Minutes of a meeting held on 14<sup>th</sup> February, 2019.

Present: Councillor G.D.D. Carroll (Chairman); Councillor V.P. Driscoll (Vice-Chairman); Councillors O. Griffiths, S.J. Griffiths, Dr. I.J. Johnson, P.G. King, N. Moore, L.O. Rowlands and E. Williams.

### 742 APOLOGIES FOR ABSENCE –

These were received from Councillor R. Crowley.

### 743 MINUTES –

RECOMMENDED – T H A T the minutes of the meeting held on 17<sup>th</sup> January, 2019 be approved as a correct record.

### 744 DECLARATIONS OF INTEREST –

Councillor N. Moore declared an interest in Agenda Item No. 5 – Employee Pay Policy in that his daughter worked for the Council, and he had been granted a dispensation from the Standards Committee to speak and vote.

### 745 FUTURE GENERATIONS ACT AND COMMITTEE REPORTING –

The Principal Democratic and Scrutiny Services Officer, by way of a Power Point presentation, provided Members with an overview of the new Committee report template that would be used for Committee reports from February 2019.

The Principal Democratic and Scrutiny Services Officer began by advising that the Well-being of Future Generations Act gave public bodies a legally binding common purpose of the seven national well-being goals for Wales. The Act detailed the ways in which the Local Authority should work with other public bodies to improve well-being across Wales. The Act also provided for better decision making by ensuring public bodies took account of the longer term, by helping to prevent problems occurring or getting worse. In addition there was a need to take an integrated and collaborative approach and consider and involve people of all ages.

The Well-being Goals and the Five Ways of Working provided by the Act were designed to support the Council to deliver the Sustainable Development Principle which was to *“meets the needs of the present without compromising the ability of future generations to meet their own needs”*.

In terms of embedding the Act into the work of the Council, Committee was informed that the Council had been an early adopter of the Act and the Corporate Plan had

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been designed to maximise the Council's contribution to national well-being goals and to embed the five ways of working into the Council's work. The Act placed an emphasis upon effective transparency and more specifically on the communication of why decisions were and had been taken.

Elected Members were also able to channel their wide range of community intelligence into the decision making process through using the five ways of working Members to ensure that proposals were in line with the sustainable development principles. This would also ensure that the proposals were attractive to the long term needs of the Vale of Glamorgan which would also help prevent problems or prevent issues from escalating. The public, third Sector and private partners also had a role to play where possible and the Council would also seek to involve the public in its work where possible.

In referring to the agenda for the meeting, the Principal Democratic and Scrutiny Services Officer drew Members' attention to Agenda Item No. 6 which reflected the new Committee report format, advising that the new format report would improve transparency and would show how reports were grounded in the five ways of working aligned to the Council's Corporate Well-being Objectives and so linked these objectives to the seven national well-being goals for Wales.

To also aid the decision making process and for transparency purposes, the Principal Democratic and Scrutiny Services Officer referred to the Executive Summary paragraphs contained within the report, each giving an effective overview of the key aspects of the report. Section 5 provided a distinct place within the report for authors to reference the five ways of working and the linkages to the Council's Corporate Well-being Objectives.

Following the presentation it was subsequently

**RECOMMENDED – T H A T** the contents of the presentation be noted.

#### Reason for recommendation

Having regard to the presentation which outlined the new Committee report template reporting format.

#### 746 EMPLOYEE PAY POLICY (REF) –

Cabinet had referred the report to the Scrutiny Committee for consideration following its meeting on 4<sup>th</sup> February 2019 the report was also scheduled to be considered by Full Council on 27<sup>th</sup> February, 2019.

The Operational Manager for Employee Services, in presenting the report, advised that Cabinet had endorsed the Policy which had been introduced for 2019/20 in accordance with the requirements of Section 38(1) of Localism Act 2011. The Act required all Local Authorities to develop and make public their policy on all aspects of Chief Officer remuneration. The document provided a framework for ensuring that

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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. Members were reminded that the Pay Policy had been incrementally developed in 2012 to incorporate the following:

- Guidance from Welsh Government as contained in the document “Pay Accountabilities in Local Government in Wales” as updated May 2017;
- Changes as prescribed by the Local Authorities Standing Orders (Wales) (Amendment) Regulations 2014 which took effect on 1<sup>st</sup> July, 2014;
- Changes as prescribed required 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 effect of nationally negotiated pay awards and the provisions of the National Living Wage as introduced in 2016.

The Pay Policy also reflected specific changes to the Council's pay and grading arrangements as approved by Cabinet and Council during 2018 including the restructuring of the pay and grading structure following National negotiations to incorporate the National Living Wage minimum hourly rate (£9.00 per hour – SCP 1) into the National Joint Council (NJC) “Green Book” which involved converting the current pay spine from SCP 8 – 49 to SCP 2 – 43 whilst keeping the current 11 grades and allowed the Council the ability to pay an hourly rate just above this figure and would be applicable from 1<sup>st</sup> April, 2019.

The report, as outlined in the Committees previous agenda item that evening evidenced the five ways of working that contributed to the Council's Well-being Objectives and was an annual report which had to be approved by the Council and would ensure openness and transparency in relation to the Council's approach to pay and reward.

Committee was informed that the Corporate Management Team and the Trade Unions had been consulted and were aware of the requirements of the Localism Act and a copy of the statement had been shared with them.

Following the presentation of the report, Members sought clarification in relation to how the Policy would be applied, in response it was accepted that it would be applied to directly employed staff. In referring to the Policy attached at Appendix A, Members referred to the Job Evaluation Hay Group Scheme for Chief Officers, noting that it differed to other employees who were subject to the Council's job evaluation process. Members were advised that a number of Local Authorities used the Hay Group for Job Evaluation Schemes for Chief Officer positions, these being Managing Director, Directors, Heads of Service and Operational Managers on JNC Chief Officer Terms and Conditions.

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In order for Members to consider and have a better understanding of the Chief Officer pay grades, it was suggested that a future report be prepared for Members' consideration to include a breakdown overview of the responsibilities of the roles.

With specific regard to paragraph 8.5, it was noted that Welsh Government was currently reviewing the implications of the UK Government's Enterprise Act 2016, in particular the application of a cap on public sector exit payments. No further information had been received to date in relation this, although when received the implications for the Council's severance arrangements would be reviewed accordingly.

Following a question as to whether the officer considered that the new structure would aid recruitment and the retention of professional staff. In response, the Operational Manager advised that from April / May 2019 a new recruitment system would be in place and would provide a new platform for candidates to apply for positions. The Department was also looking at other methods of making the recruitment process easier for applicants through the use of mobile enabled systems etc. and further assessments in respect of such new initiatives would be made at a later date.

Following a query regarding the use of market forces for advertising, Committee was informed that market forces initiatives were undertaken but were not used in many instances, they were however used as a basis to compare salaries.

Having fully considered the report, there being no further queries, it was subsequently

**RECOMMENDED – T H A T** the Employee Pay Policy be noted being aware that it was also to be considered by Full Council on 27<sup>th</sup> February, 2019.

Reason for decision

Having regard to the contents contained therein and the explanations provided at the meeting.