

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

3 APRIL 2013

REPORT OF THE CHIEF EXECUTIVE

PAY POLICY STATEMENT – 2013/14

1. Purpose of Report.

1.1 This report confirms that the Council will be able to meet its legal obligation following the Localism Act 2011.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities.

2.1 None.

3. Background.

3.1 The Localism Act 2011 requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement beginning 2012/13 and for each financial year thereafter.

3.2 Once approved by full council, as required by Section 39(1) Localism Act 2011, this Pay Policy Statement will come into effect on 1st April 2013 and will be subject to a review on a minimum of an annual basis in accordance with the recent legislation above.

4. Current situation / proposal.

4.1 The proposed Pay Policy Statement for the Council for the year 2013/14 is attached as Appendix A.

4.2 This Pay Policy Statement is fully compliant with the Localism Act 2011.

4.3 The data in respect of pay scales [point 4.1.1] and pay relativities [point 7.3] is based on our current pay arrangements. These arrangements will change on implementation of the new Pay & Grading system and this pay policy statement will need to be reviewed ahead of the standard annual review timetable.

5. Effect upon Policy Framework & Procedure Rules.

5.1 None.

6. Equality Impact Assessment

6.1 The Council's Equality Impact Assessment toolkit has been utilised which indicates that the proposed Pay Policy Statement will positively assist in the delivery of the

Council's equality duties.

- 6.2 An Equality Impact Assessment has also been conducted by an independent consultant, as obliged by the Single Status Agreement, on the new Pay & Grading system which has confirmed that the new system will further close the gender pay gap.

7. Financial Implications.

- 7.1 There are no financial implications arising from the recommendations in this report.

8. Recommendation.

- 8.1 Council are requested to adopt the Pay Policy Statement as attached as Appendix A.
- 8.2 Council are requested to confirm their commitment to review the Pay Policy Statement following the implementation of the new Pay & Grading system.

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Chief Executive
13.03.13

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Background documents Initial EIA Screening