

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

28 JUNE 2017

REPORT OF THE CORPORATE DIRECTOR OPERATIONAL AND PARTNERSHIP SERVICES

PAY POLICY STATEMENT — 2017/18

1. Purpose of Report.

1.1.1 This report confirms that the Council is meeting 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 Council has already fulfilled its obligations, as required by Section 39(1) Localism Act 2011, and the first Pay Policy Statement came into effect on 1st April 2012 with the subsequent Pay Policy Statements being published on 1st April 2013, 13th November 2013, 17th September 2014, 1st April 2015, 17th February 2016 and 8th June 2016.

4. Current situation / proposal.

4.1 The updated Pay Policy Statement for Council's consideration for the year 2017/18 is attached as Appendix A.

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

4.3 Agreement was reached previously in respect of a two year pay negotiations for:

Chief Executives who received a 1% rise as of 1st April 2016 and who will receive a further 1% rise as of 1st April 2017

Chief Officers who received a 1% rise as of 1st April 2016 and who will receive a further 1% rise as of 1st April 2017

4.6 The Agreement set out above at 4.3 was referred to and approved by the Independent Review Panel.

4.7 As included in the Council Report 8th June 2016, the NJC negotiations concluded in May 2016 with agreement from Unison and GMB but not with agreement from

Unite. The offer was a two year deal and to be implemented in two parts. A 1% increase was implemented on 1st April 2016 and a further 1% increase as of 1st April 2017.

- 4.8 Similarly a two year deal was agreed for those employed under Soulbury and JNC Youth & Community terms and conditions. In line with their national terms and conditions the effective date of their pay rise for 2016 was 1st September in that year and the effective date of their 2017 pay rise will be payable as at 1st September 2017.
- 4.9 The current Redundancy and Redeployment policy is attached to the Pay Policy Statement as required.

5. Effect upon Policy Framework & Procedure Rules.

- 5.1 None.

6. Equality Impact Assessment

- 6.1 An Initial Screening Equality Impact Assessment has been undertaken which indicates that the proposed Pay Policy Statement will positively assist in the delivery of the Council's equality duties.

7. Financial Implications.

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

8. Recommendation.

- 8.1 Council is requested to approve the updated Pay Policy Statement as attached as Appendix A.

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Corporate Director Operational & Partnership Services
13/06/17

Background documents: None

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