

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

17 SEPTEMBER 2014

REPORT OF THE CHIEF EXECUTIVE

PAY POLICY STATEMENT – 2014/15

1. Purpose of Report.

- 1.1.1 This report confirms that the Council is meeting its legal obligation following the Localism Act 2011.
- 1.1.2 The report has been prepared and written by the Head of Human Resources, Neath Port Talbot County Borough Council and will be presented by him. This approach is as the result of recent cases within Wales where concerns have been expressed about the way senior managers have been involved in the preparation of reports that may affect their own position.
- 1.1.3 Despite the independent preparation and presentation, this Pay Policy statement provides an accurate summary of the Council's policy for the purposes of publication under the Localism Act. Council is not being asked to agree to a new or changed aspect of policy or take any decision that would impact directly upon the terms and / or conditions of the Chief Executive. This policy is not specifically about the author in an individual capacity otherwise than in a way that is commensurate with all staff within the Authority.

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 and 13th November 2013 [the latter being an interim update following the implementation of the new pay and grading system].

4. Current situation / proposal.

- 4.1 The updated Pay Policy Statement for the Council for the year 2014/15 is attached as Appendix A.
- 4.2 This Pay Policy Statement is fully compliant with the Localism Act 2011. However, revised guidance which reflects the provision in the local Government (Democracy)

(Wales) Act 2013 which requires the Independent Remuneration Panel (IRP) to have an opportunity to consider Head of Paid Services pay and Chief Officers' remuneration will not be available until sometime in April. An update will, therefore, be brought back to Council in due course.

- 4.3 The data in respect of pay scales [point 4.1.1] and pay relativities [point 7.3] is based on our pay arrangements post implementation of the new pay and grading system on 01.09.13.
- 4.3 The calculations for the purpose of point 7.3 do not include the yet to be agreed nationally negotiated pay award [which will be implemented with an effective date of 01.04.14] and does not include the changes as a result of incremental progression which occurred as of 01.04.14. An update will, therefore, be brought back to Council in due course.
- 4.4 One significant change is with regards the remuneration and recruitment of Chief Officers pay to ensure compliance with the 2014 Regulations, which are detailed in paragraphs 5.1.4 and 5.2.3 of the Council's Pay Policy Statement.
- 4.5 The current Redundancy and Redeployment policy is attached to the Pay Policy Statement as required. This policy is currently under review/consultation and will be tabled with the trade unions on 10th September to address 5.8 which makes reference to the Council's Pay Protection Protocol. The collective agreement with the trade unions confirmed that there would be no pay protection following the implementation of the new pay and grading system and this policy needs to be aligned accordingly.

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 approve the updated Pay Policy Statement as attached as Appendix A.

Darren Mepham
Chief Executive
4 August 2014

Contact Officer:

Sarah Kingsbury
Head of HR, OD and Customer Services

Telephone:

(01656) 643201

E-mail:

Sarah.Kingsbury@bridgend.gov.uk