

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

28 MARCH 2018

REPORT OF THE CORPORATE DIRECTOR OPERATIONAL AND PARTNERSHIP SERVICES

PAY POLICY STATEMENT – 2018/19

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, 8th June 2016 and 28 June 2017.

4. Current situation / proposal.

4.1 The updated Pay Policy Statement for Council's consideration for the year 2018/19 is attached as Appendix A.

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

4.3 the NJC negotiations are in progress and offer a two year deal, but at the time of writing these have not concluded.

4.4 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.

Andrew Jolley
Corporate Director Operational & Partnership Services
19/03/18

Background documents: None

Contact Officer: Sarah Kingsbury
Head of HR, OD and Customer Services
Telephone: (01656) 643201
E-mail: Sarah.Kingsbury@bridgend.gov.uk