

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO COUNCIL

20 MARCH 2019

### REPORT OF THE INTERIM CHIEF EXECUTIVE

#### PAY POLICY STATEMENT – 2019/20

##### 1. Purpose of Report .

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2019/20. This is in response to legislative requirements and to provide openness and accountability in relation to how the Council rewards its staff.

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

- 2.1 This report assists in the achievement of the following corporate priority:-
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### 3. Background.

- 3.1 The Council has a statutory requirement under the Localism Act 2011, Section 38(1) to prepare a pay policy statement for the new financial year 2019/20. This statement needs to be approved and published by 31 March 2019.
- 3.2 The pay policy statement for 2019/20 has been produced on the basis of statutory guidance, advice from Welsh Local Government Association and guidance from Welsh Government.
- 3.3 The pay policy statement provides the framework for decision making on pay, and in particular decision making on senior pay.

##### 4. Current situation / proposal.

- 4.1 The updated Pay Policy Statement for Council's consideration is attached at **Appendix A**.
- 4.2 This has been produced in accordance with the requirements of the Localism Act 2011, which requires all local authorities to develop and make public their policy on all aspects of Chief Officer remuneration.
- 4.3 In order to achieve further transparency, reference has been included to the pay of other relevant groups within the policy statement.
- 4.4 Since its introduction on 1 April 2012, the pay policy has developed to take account of relevant guidance, legislation and changes to the Council's senior management structure over recent years.

## **5. Effect upon Policy Framework & Procedure Rules.**

5.1 None.

## **6. Equality Impact Assessment**

6.1 The pay policy will ensure openness and transparency in relation to the Council's approach to pay and reward.

6.2 Gender Equality Impact assessments have been undertaken on the NJC pay structure, the latest being undertaken by Northgate Arniso in May 2018. This concluded that the proposed assimilation and revision to the pay structure:

- improves the gender pay gap on a grade by grade basis
- demonstrates a narrowing of the overall gender pay gap in basic pay
- shows a greater percentage increase in salary for female employees

## **7. Well-being of Future Generations (Wales) Act 2015 Assessment**

7.1 It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

## **8. Financial Implications.**

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

## **9. Recommendation.**

9.1 That Council approves the Pay Policy Statement 2019/20 at Appendix A

**04 March 2019**

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**Background documents: None**