

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO COUNCIL

10 MARCH 2021

### REPORT OF THE CHIEF EXECUTIVE

#### PAY POLICY STATEMENT – 2021/2022

#### 1. Purpose of Report

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2021/2022. 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 well-being objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:-

- **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help deliver the Council's well-being objectives.

#### 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 2021/2022. This Statement needs to be approved and published by 31 March 2021.
- 3.2 The Pay Policy Statement for 2021/2022 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 approval is attached at **Appendix 1**.
- 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. The pay structure relating to this group of staff is at Appendix B, within the Pay Policy, which should also be noted.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no effect upon policy framework and procedure rules.

## **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 The Council ensures that there is no pay discrimination within its pay structures and that all pay differentials are objectively justified.

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

7.1 It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals/objectives under the Act as a result of this report. Any individual decision made under the Pay Policy will be subject to a full assessment.

## **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 2021/2022 attached as **Appendix 1**.

**Mark Shephard**  
**CHIEF EXECUTIVE**  
**March 2021**

**Contact Officer:** Debra Beeke  
Group Manger, HR/OD

**Telephone:** (01656) 643212

**Email:** [Debra.Beeke@bridgend.gov.uk](mailto:Debra.Beeke@bridgend.gov.uk)

**Postal address:** HR/OD Department  
Chief Executive's Directorate  
Civic Offices  
Angel Street  
Bridgend  
CF31 4WB

**Background documents:** None