

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO COUNCIL

20 OCTOBER 2021

### REPORT OF CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY

#### MARKET SUPPLEMENT POLICY

#### 1. Purpose of report

1.1 The purpose of this report is to seek approval of the Market Supplement Policy

#### 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** – ensure 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 to deliver the Council's well-being objectives.

#### 3. Background

3.1 There is currently no provision within the council for the payment of market supplements. The implementation of the council's Single Status Job Evaluation Collective Agreement in September 2013 meant that all former market supplements ceased with the introduction of the new pay and grading structure.

3.2 The Pay Policy agreed by Council on 10 March 2021 confirmed this position. It was, however, referenced that consideration would be given to the introduction of market supplements, in recognition of the challenges faced in recruiting and retaining staff in some professions on the current pay structure

3.3 The introduction of the Market Supplement Policy would address the issue that the council's job evaluation scheme and grading structure do not take into account market factors such as market pay rates or fluctuating demand for skills in the market place.

#### 4. Current situation/proposal

4.1 The Market Supplement Policy, at **Appendix 1** will enable the council to respond to any established recruitment and retention issues by temporarily increasing the pay awarded to a post, without altering the determined job evaluation grade. This will ensure that the principles within the job evaluation scheme in maintaining equal pay are preserved.

4.2 Market supplements will be used as an exception rather than the rule and must be considered through submission of a robust business case comprising clear objective evidence on all relevant factors.

4.3 Trade Union representatives have been fully engaged and contributed to the development of this new policy. In the event that Council approves this policy, Trade Union partners have acknowledged that it will be necessary to agree an addendum to the council's Single Status Job Evaluation Collective Agreement.

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

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

## **6. Equality Act 2010 implications**

6.1 An initial EIA has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh language. It is therefore not necessary to carry out a full EIA on this policy.

## **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.

## **8. Financial implications**

8.1 The introduction of a Market Supplement policy will lead to increased costs, where a business case is approved for an individual post or group of posts.

8.2 The cost of market supplements will be met from service budgets will be included as part of the annual budget preparation process.

## **9. Recommendation(s)**

9.1 It is recommended that Council approves:

- the Market Supplement Policy (**Appendix 1**)

**Kelly Watson**

**Chief Officer Legal and Regulatory Service, HR and Corporate Policy**

01 October 2021

**Contact officer:** Debra Beeke  
Group Manager HR & OD

**Telephone:** (01656) 643212

**Email:** debra.beeke@bridgend.gov.uk

**Postal address:** Civic Offices, Angel Street, Bridgend

## **Background documents:**

None