

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

9 MARCH 2022

REPORT OF THE CHIEF EXECUTIVE

PAY POLICY STATEMENT – 2022/2023

1. Purpose of Report

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2022/2023. 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 to 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 2022/2023. This Statement needs to be approved and published by 31 March 2022.
- 3.2 The Pay Policy Statement for 2022/2023 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 to the pay of other relevant groups has been included within the Pay 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.

4.5 The NJC Pay award for 2022 has yet to be agreed, however, the Real Living Wage of £9.90 per hour will be implemented on 1 April 2022 for relevant employees. This is consistent with the commitment to pay the Real Living Wage and the Council's application to become a Real Living Wage accredited employer.

4.6 The Pay Policy Statement now includes reference to the approved Market Supplement policy.

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 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

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 2022/2023 attached as **Appendix 1**.

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CHIEF EXECUTIVE
March 2022

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Background documents: None