

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE CHIEF EXECUTIVE

PAY POLICY STATEMENT – 2023/2024

1. Purpose of report

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2023/2024. This is to comply with 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 Section 38(1) of the Localism Act 2011, to prepare a Pay Policy Statement for the new financial year 2023/2024. This Statement needs to be approved and published by 31 March 2023.
- 3.2 The Pay Policy Statement for 2023/2024 has been produced on the basis of statutory guidance, advice from the 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 publish a Pay Policy statement that details:
- The Council's policy towards all aspects and elements of the remuneration of Chief Officers
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers

- The Council's policy towards the remuneration of its lowest paid employees
- The relationship between the remuneration of its Chief Officers and other employees.

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 Other amendments relate to the Council's accreditation with the Real Living Wage Foundation to become a Real Living Wage employer and a collective agreement with recognised trade unions to reflect the change in pay structure as a result of the NJC pay award for 2022/23.

4.6 The accreditation with the Real Living Wage Foundation demonstrates the Council's commitment to pay the Living Wage rates, which are normally announced in the autumn, with an expectation to be paid by May of the following year.

4.7 As part of the 2022/23 pay award, the NJC agreed that with effect from 1 April 2023 spinal column point 1 will be permanently deleted from the NJC pay spine. The revised pay structure ranges between spinal column points 2 - 49 and comprises 16 grades.

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 **Long Term** – This is a short term policy as legislative requirements mean that the council is required to publish an annual pay policy. However, it will support the recruitment and retention of employees. It will also assist employees to plan for the future.

Prevention – As stated above this policy will support the recruitment and retention of employees and provide flexibility for managers to apply temporary arrangements to mitigate the impact of vacancies or staff absences.

Integration – The council, like other local authorities, uses the nationally negotiated pay spine as the basis for its pay and grading structure. This determines the remuneration of the majority of the non-teaching workforce.

Collaboration – For all employee groups covered within the pay policy, pay awards are negotiated at a national level by the Local Government employers in conjunction with Trade Unions.

Involvement – The recognised trade unions have been consulted on all employment policies captured within the pay policy and have agreed the revision via an addendum to the collective agreement.

8. Financial implications

8.1 There are no financial implications arising from this report.

9. Recommendation

9.1 That Council approves the Pay Policy Statement 2023/2024 attached as **Appendix 1**.

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CHIEF EXECUTIVE
7 March 2023

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Background documents: None