

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

17 FEBRUARY 2016

REPORT OF THE CABINET MEMBER - RESOURCES

PAY POLICY STATEMENT – 2016/17

Any recommendation expressed in this report reflects only the preliminary view of Cabinet. Where the Cabinet Members participate in the decision making process they will not make a final determination on this matter without consideration of the debate and any other relevant matter.

1. Purpose of Report.

- 1.1.1 This report confirms that the Council is meeting its legal obligation following the Localism Act 2011.
- 1.1.2 The report has been prepared and written by the Chief Executive who is not directly affected by the content of the report as the pay negotiations in respect of Chief Executives' pay are on-going.
- 1.1.3 This Pay Policy statement provides an accurate summary of the Council's policy for the purposes of publication under the Localism Act. Council is not being asked to agree to a new or changed aspect of policy or take any decision that would impact directly upon the terms and / or conditions of the Chief Executive. This policy is not specifically about the author in an individual capacity otherwise than in a way that is commensurate with all staff within the Authority.

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

- 2.1 None.

3. Background.

- 3.1 The Localism Act 2011 requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement beginning 2012/13 and for each financial year thereafter.
- 3.2 Council has already fulfilled its obligations, as required by Section 39(1) Localism Act 2011, and the first Pay Policy Statement came into effect on 1st April 2012 with the subsequent Pay Policy Statements being published on 1st April 2013, 13th November 2013, 17th September 2014 and 1st April 2015.

4. Current situation / proposal.

- 4.1 The updated Pay Policy Statement for the Council for the year 2016/17 is attached as Appendix A.

- 4.2 This Pay Policy Statement is fully compliant with the Localism Act 2011.
- 4.3 Agreement has not been reached in respect of the NJC pay negotiations for the year 2016/17. However, as the National Minimum Wage will be effective as of 01.04.16, the NJC have confirmed that a temporary increase in salary should be provided to spinal column points 6, 7, and 8 in order that Councils meet their legal obligations in this regard. The increase will be at the level of the National Minimum Wage for all three spinal column points, ie, £13,891 for each full time equivalent.
- 4.4 This temporary increase will continue until such time as the NJC pay negotiations are concluded and the Council's pay policy statement will be updated at that time and represented to Council.
- 4.5 The current Redundancy and Redeployment policy is attached to the Pay Policy Statement as required.
- 4.6 One significant change for Council's attention is the Welsh Government's amendment to the Local Authorities (Standing Orders) (Wales) Regulations 2006 and the introduction of new statutory guidance

"Welsh Government recommends that full Council should be offered the opportunity to vote before severance packages of £100,000 and above are approved for staff leaving the organization. However, Members must be aware of the statutory or contractual entitlements due to an employee and the consequences of non approval by Council which may allow an employee to claim damages for breach of contract"

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5. Effect upon Policy Framework & Procedure Rules.

- 5.1 None.

6. Equality Impact Assessment

- 6.1 An Initial Screening Equality Impact Assessment has been undertaken which indicates that the proposed Pay Policy Statement will positively assist in the delivery of the Council's equality duties.

7. Financial Implications.

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

8. Recommendation.

- 8.1 Council is requested to approve the updated Pay Policy Statement as attached as Appendix A.
- 8.2 Council is requested to approve the proposals outlined in Paragraph 4.3 and 4.6 above.

Darren Mepham
Chief Executive
25.02.15

Background documents: None

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