

CEREDIGION COUNTY COUNCIL

Report to: Council

Date of meeting: 26 January 2023

Title: Report on the Council's proposed Pay Policy for 2023/24

Purpose of the report: The Council is required, under Section 38 (1) of the Localism Act 2011 to produce and publish a Pay Policy Statement for each financial year.

The proposed Pay Policy for 2023/24 is enclosed for consideration

For: Approval

Cabinet Portfolio and Cabinet Member: Councillor Bryan Davies, Leader of the Council and Cabinet Member for Policy, Performance, Democratic Services and People and Organisation

Introduction

The purpose of this report is to provide for the Council's approval a Pay Policy for 2023/24 in accordance with the requirements of the Localism Act 2011. Pay Policy statements must be prepared and approved by the Council for each financial year and published on the relevant website by 31 March.

Pay policies have been prepared under this Act and considered and approved by Council each year since March 2012. The details of what is required to be in a pay policy statement and its overall purpose have been outlined as part of the initial approval and subsequent changes have been highlighted as appropriate.

In November 2021 Welsh Government issued Statutory Guidance on '*Pay Accountability in Local Government in Wales*' which set out additional content to be included in the annual Pay Policy Statement, such as:

- the role of the chief executive
- a short pen picture of the post holder
- policy and procedures for decision-making concerning senior officer pay
- approval process of exit packages over £100k
- talent management
- off payroll arrangements.

Last year's Pay Policy Statement was the first to be issued in the new format.

In the interest of clarity the 2023/24 pay policy only relates to the remuneration and reward of staff employed on the following terms and conditions:

- National Joint Council for Local Government Services
- Joint National Council for Chief Executives

- Joint National Council for Chief Officers
- Soulbury Committee

Changes

1. The 2022/23 nationally agreed pay awards for NJC staff, Chief Executive and Chief Officers were announced in November 2022 and backdated to 1 April 2022. Note that negotiations have not yet started for 2023/24.
2. NJC Spinal Column Point 1 is to be deleted from 1 April 2023.
3. The national pay award for NJC staff, Chief Executive and Chief Officers has been agreed at £1,925 added to all spinal points.
4. The national pay award for Soulbury Committee has not yet been agreed but will be backdated to 1 September 2022 once announced.
5. With effect from 1 April 2023 an additional day's leave has been added to annual leave entitlement of staff on NJC and Soulbury Committee terms and conditions.

Wellbeing of Future Generations:	<p>Has an Integrated Impact Assessment been completed? If, not, please state why</p> <p>Summary: Long term: Collaboration: Involvement: Prevention: Integration:</p>	<p>No, set by statutory guidance and legislation.</p>
Recommendation(s):	To approve the attached Pay Policy for 2023/24	
Reasons for decision:	Ensure compliance with section 38(1) of the Localism Act 2011	
Overview and Scrutiny: Policy Framework:	Not considered Welsh Government Regulations	
Corporate Well-being Objectives:	The Pay Policy 2023/24 supports the Council in achieving all its Corporate Priorities.	
Finance and Procurement implications:	Part of budget setting for 2023/24	
Legal Implications:	None	
Staffing implications:	None	

Property / asset implications: None

Risk(s): Not approving Pay Policy within timescale will contravene legislation

Statutory Powers: Local Government Finance Act 1972
Localism Act 2011
Local Government (Wales) Measure 2011

Background Papers:

Appendices: Ceredigion County Council Pay Policy 2023/24

Corporate Lead Officer: Geraint Edwards, Corporate Lead Officer – People & Organisation

Reporting Officer: Geraint Edwards

Date: 04/01/2023