

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Council

Date of meeting: 20 March 2025

Title: Report on the Council's proposed Pay Policy for 2025/26

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 2025/26 is enclosed for consideration

For: Decision

Cabinet Portfolio and Cabinet Member:

Councillor Wyn Thomas, Cabinet Member for Schools, Lifelong Learning and Skills

Introduction

The purpose of this report is to provide for the Council's approval a Pay Policy for 2025/26 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 Chief Officer exit packages over £100k
- talent management
- off payroll arrangements.

The Pay Policy Statement been issued in the new format since 2022/23.

In the interest of clarity the 202/26 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

Note, however, that the re-employment clause following voluntary redundancy (11.3.3) applies to all employees, including those employed under School Teachers Pay and Conditions (Wales) Document

Changes

1. The 2024/25 nationally agreed pay award for Chief Officers was agreed in July 2024; for NJC staff and Chief Executive the pay awards were announced in October 2024 and backdated to 1 April 2024. Note that negotiations only started in February 2025 for the 2025/26 pay awards.
2. The national pay award for NJC staff, has been agreed at
 - £1,290 added to spinal points 2 to 43.
 - 2.5% added to spinal points 44 to 53
3. The national pay award for Chief Executive has been agreed at 2.5% added to all spinal points
4. The national pay award for Chief Officers has been agreed 2.5% added to all spinal points.
5. The 2024/25 national pay awards for Soulbury Committee were agreed in February 2025 and back dated to 1 September 2024:
 - 2.5% added to all spinal point
 - 2.5% added to all allowances

Wellbeing of Future Generations:

Has an Integrated Impact Assessment been completed? If, not, please state why.

No, set by statutory guidance and legislation.

Summary of Integrated Impact Assessment:

Long term:

Collaboration:

Involvement:

Prevention:

Integration:

Recommendation(s):

To approve the attached Pay Policy for 2025/26

Reasons for decision:

Ensure compliance with section 38(1) of the Localism Act 2011

Overview and Scrutiny:

Not considered

Policy Framework:

Welsh Government Regulations

Corporate Well-being Objectives:

The Pay Policy 2025/26 supports the Council in achieving all its Corporate Priorities.

Finance and Procurement implications:

Part of budget setting for 2025/26

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 2025/26

Corporate Lead Officer:

Geraint Edwards, Corporate Lead Officer – People & Organisation

Reporting Officer:

Geraint Edwards

Date:

27/02/2025