



FULL COUNCIL REPORT

Date Written	11 th March 2020
Report Author	Fran Donnelly/Leanne Edwards
Service Area	Human Resources
Exempt/Non Exempt	Non Exempt
Committee Date	25 th March 2020

To: Mayor, Ladies and Gentlemen

PAY POLICY STATEMENT 2020-2021

1.0 SUMMARY OF THE REPORT

- 1.1 It is a requirement of the Localism Act 2011 that the Council produces a Pay Policy Statement for each financial year, setting out specific information in relation to the pay of the Council's workforce. The Statement that has been prepared for 2020 / 2021, and attached at Appendix 1, has been developed in line with guidance produced by the Public Services Staff Commission "Transparency of Senior Pay in the Devolved Welsh Public Sector" and to reflect national and local developments in pay.
- 1.2 Failure to consider and approve a Pay Policy Statement for the financial year 2020 / 2021 will place the Council in breach of the Localism Act 2011.

2.0 RECOMMENDATIONS that

- 2.1 The Pay Policy 2020-2021, to be implemented from 1st April 2020, be approved.
- 2.2 Delegated authority be given to the Head of Human Resources for any future amendments to this statement, in consultation with the Portfolio Member, be approved

3.0 INTRODUCTION AND BACKGROUND

- 3.1 The Localism Act 2011 requires local authorities to produce a Pay Policy Statement for each financial year articulating its policy towards a range of issues relating to the pay of its workforce, particularly in relation to senior staff and the lowest paid within the workforce. This is with the aim of increasing accountability, transparency and fairness in the setting of local pay.

- 3.2 The statement must be prepared annually, considered and approved by full Council and published on the Council's website.
- 3.3 An initial Pay Policy statement was developed and approved by this Council on the 28th March 2012. As required by legislation, the Pay Policy Statement must be reviewed at least annually, and then approved and published by 31st March each subsequent year.
- 3.4 The Pay Policy Statement for 2020 / 2021 is attached at Appendix 1.
- 3.5 The format of the document has been developed with reference to the Public Sector Staff Commission's guidance "Transparency of Senior Pay in the Devolved Welsh Public Sector" and the content has been updated to take account of national and local pay related developments, outlined in this report.

4.0 PAY RELATED DEVELOPMENTS

- 4.1 It is the Council's policy that any nationally agreed pay awards, negotiated at a national level by the local government employers in conjunction with the recognised Trade Unions will be applied, unless full Council determines otherwise.
- 4.2 In 2018, rates of pay applicable from 1st April 2018 and 1st April 2019 were agreed at a national level for the Chief Executive, Chief Officers, and Local Government Services employees and in respect of Soulbury Officers and Youth & Community Workers, rates of pay applicable from 1st September 2018 and 1st September 2019.
- 4.3 These are the rates of pay reflected in the attached statement.
- 4.4 Negotiations in respect of pay awards to apply from 1st April 2020 (or in the case of Soulbury Officers and Youth & Community Workers, to apply from 1st September 2020), have not yet concluded. The Council will apply these pay awards, as and when they are agreed, and as set out in the respective pay agreements.

5.0 PAY MULTIPLES

- 5.1 The Pay Policy Statement sets out the impact of the Council's pay strategy on pay elativities within the workforce, and particularly the relationship between the highest and the lowest paid within the organisation.

6.0 FINANCIAL IMPLICATION(S)

- 6.1 Total employee costs are £37,257,771 out of a total net budget of £127,533,421.

7.0 INTEGRATED IMPACT ASSESSMENT

Integrated Impact Assessment (Summary)

	Positive Impacts	Negative Impacts	Not Applicable
1. Merthyr Tydfil Well-being Objectives	0 of 4	0 of 4	4 of 4

2. Sustainable Development Principles - How have you considered the five ways of working: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5
3. Protected Characteristics <i>(including Welsh Language)</i>	0 of 10	0 of 10	10 of 10
4. Biodiversity	0 of 1	0 of 1	1 of 1
<u>Summary:</u> The main positive impacts are... the proposal has a positive impact on the sustainable development principles, and doesn't impact the Well-being Objectives The main negative impacts are ...No negative impacts have been identified			

ELLIS COOPER
CHIEF EXECUTIVE

COUNCILLOR ANDREW BARRY
CABINET MEMBER FOR GOVERNANCE
& CORPORATE SERVICES

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Does the report contain any issue that may impact the Council's Constitution?		

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.