



## **FULL COUNCIL REPORT**

Date Written	3 <sup>rd</sup> March 2022*
Report Author	Fran Donnelly/Leanne Edwards
Service Area	Human Resources
Exempt/Non Exempt	Non Exempt
Committee Date	30 <sup>th</sup> March 2022

*To: Mayor, Ladies and Gentlemen*

### **Pay Policy Statement 2022-2023**

#### **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 2022/2023, 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 2022/2023 will place the Council in breach of the Localism Act 2011.

#### **2.0 RECOMMENDATION that**

- 2.1 The Pay Policy 2022-2023, to be implemented from 1st April 2022, 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 28<sup>th</sup> March 2012. As required by legislation, the Pay Policy Statement must be reviewed at least annually, and then approved and published by 31<sup>st</sup> March each subsequent year.
- 3.4 The Pay Policy Statement for 2022/2023 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 February 2022, rates of pay applicable from 1<sup>st</sup> April 2021 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 1<sup>st</sup> September 2021.
- 4.3 These are the rates of pay reflected in the attached statement.
- 4.4 Negotiations in respect of pay awards to apply from 1<sup>st</sup> April 2022 (or in the case of Soulbury Officers and Youth & Community Workers, to apply from 1<sup>st</sup> September 2022), 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 relativities within the workforce, and particularly the relationship between the highest and the lowest paid within the organisation.

#### **6.0 FINANCIAL IMPLICATIONS**

- 6.1 Total employee costs are £39,352,000 out of a total net budget of £133,342,000.
- 6.2 This is based on salary costs for council services excluding school staff and grants.

## 7.0 INTEGRATED IMPACT ASSESSMENT

### 7.1

	Positive Impacts	Negative Impacts	Neutral / Not Applicable	
<b>1. Merthyr Tydfil Well-being Objectives</b>	0 of 4	0 of 4	4 of 4	
<b>2. Sustainable Development Principles - How have you considered the five ways of working:</b> <ul style="list-style-type: none"> <li>• Long term</li> <li>• Prevention</li> <li>• Integration</li> <li>• Collaboration</li> <li>• Involvement</li> </ul>	5 of 5	0 of 5	0 of 5	
<b>3. Protected Characteristics</b> <i>(including Welsh Language)</i>	0 of 10	0 of 10	10 of 10	
<b>4. Socio-economic Disadvantage</b>	1 of 6	0 of 6	5 of 6	
<b>5. Consultation and Engagement</b>	Undertaken	Due to be Undertaken	Not Required	
	1 of 1	0 of 1	0 of 1	
<b>6. Data and Evidence to inform the proposal</b>	Yes		No	
	1 of 1		0 of 1	
<b>7. Biodiversity and the resilience of Ecosystems</b>	Maintained	Enhanced	Reduced	Neutral / N/A
	0 of 1	0 of 1	0 of 1	1 of 1
<b>Summary</b>				
<b>The main positive impacts are:</b>	The proposal has a positive impact on the sustainable development principles and does not impact the Well-being Objectives.			
<b>The main negative impacts are:</b>	No negative impacts have been identified.			

**ELLIS COOPER**  
**CHIEF EXECUTIVE**

**COUNCILLOR CHRIS DAVIES**  
**CABINET MEMBER FOR GOVERNANCE**  
**AND RESOURCES**

<b>BACKGROUND PAPERS</b>		
<b>Title of Document(s)</b>	<b>Document(s) Date</b>	<b>Document Location</b>
Pay Policy Statement 2022-2023		
<b>Does the report contain any issue that may impact the Council's Constitution?</b>		No

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