

FULL COUNCIL REPORT

Date Written	5 th March 2024
Report Author	Beverley Taylor
Service Area	Human Resources & Development
Exempt/Non Exempt	Non-Exempt
Committee Date	20 th March 2024

PAY POLICY STATEMENT 2024-2025

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 2024-2025, 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 2024-2025 will place the Council in breach of the Localism Act 2011.

2.0 RECOMMENDATIONS that

- 2.1 The Pay Policy 2024-2025 (implementation date 1st April 2024), 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 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 2024-2025 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 November 2023, rates of pay applicable from 1st April 2023 were agreed at a national level for the Chief Executive, Chief Officers, and Local Government Services employees. In December 2023, rates of pay applicable from 1st September 2022 and from 1st September 2023 were agreed in respect of Soulbury Officers.
- 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 2024, 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 IMPLICATION(S)

- 6.1 Total employee costs are £42,634,298 out of a total net budget of £152,654,000.
- 6.2 This is based on salary costs for council services excluding school staff and grants.

7.0 INTEGRATED IMPACT ASSESSMENT

	Positive Impacts	Negative Impacts	Neutral
1. Merthyr Tydfil Well-being Objectives	0 of 4	0 of 4	4 of 4
2. Sustainable Development	5 of 5	0 of 5	0 of 5

Principles			
3. Protected Characteristics (including Welsh Language)	0 of 10	0 of 10	10 of 10
4. Socio-economic Disadvantage	1 of 6	0 of 6	5 of 6
5. Decarbonisation	0 of 6	0 of 6	6 of 6
6. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced
	1 of 1	0 of 1	0 of 1
7. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required
	1 of 1	0 of 1	0 of 1
8. Data and Evidence	Yes		No
	1 of 1		0 of 1
Summary			
The main positive impacts are:	To increase accountability, transparency and fairness in the setting of local pay.		
The main negative impacts are:	No negative impacts have been identified.		

ELLIS COOPER
CHIEF EXECUTIVE

COUNCILLOR ANDREW BARRY
CABINET MEMBER FOR GOVERNANCE
AND CORPORATE SERVICES

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Pay Policy 2024-2025		
Does the report contain any issue that may impact the Council's Constitution?		No

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