

# COUNTY COUNCIL

## 6<sup>th</sup> MARCH 2019

### Pay Policy Statement 2019-2020

**Recommendations / Key decisions required:**

- To approve the enclosed Pay Policy Statement.

**Reasons:**

- In order to comply with Section 38(1) of the Localism Act 2011.

**Executive Board Decision Required:** N/A  
**Council Decision Required:** YES

**Executive Board Member Portfolio Holder:**

Cllr. Mair Stephens (Human Resources, Efficiencies & Collaboration)

<b>Directorate:</b> Chief Executive's	<b>Designation:</b>	<b>Tel No. / E-Mail Address:</b>
<b>Name of Head of Service:</b> Paul R. Thomas	Assistant Chief Executive (People Management & Performance)	01267 226123 <a href="mailto:prthomas@carmarthenshire.gov.uk">prthomas@carmarthenshire.gov.uk</a>
<b>Report Author:</b> Paul R. Thomas		



## EXECUTIVE SUMMARY

# COUNTY COUNCIL

## 6<sup>th</sup> MARCH 2019

### Pay Policy Statement 2019-2020

The Localism Act received Royal Assent on 15th November 2011. The Act's provisions include a requirement for Local Authorities to prepare a pay policy statement for the financial year 2019 – 2020 and each subsequent financial year.

The pay policy statement for a financial year will require the approval of full Council, and cannot be delegated to the Authority's Executive, and must set out the Authority's policies for the financial year relating to the remuneration of its Chief Officers, the remuneration of its lowest-paid employees and the relationship between the remuneration of its Chief Officers, and its employees who are not Chief Officers.

The politically balanced Pay Policy Advisory Panel has input into the formulation of the Pay Policy Statement, and the recommendations of that Panel have been incorporated into final document for approval by County Council.

As the Council's Local Government Pension Scheme (LGPS) Employers Discretions Policy update has coincided with the drafting of the Pay Policy Statement, the revised policy is incorporated for agreement. This reflects the implementation of the LGPS (Amendment) Regulations 2018 which has introduced some new discretions and also takes account of a full a review and re-write by the Pension Committee of all current discretions.

**DETAILED REPORT ATTACHED?**

**YES**



AILGYLCHWCH OS GWELWCH YN DDA – PLEASE RECYCLE

## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: Paul R. Thomas

Assistant Chief Executive (People Management & Performance)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	YES	YES	NONE

### 1. Policy, Crime & Disorder and Equalities

The Revised Discretionary Compensation Policy (as required by the LGPS Discretionary Regulations) contained in the Pay Policy statement requires approval by County Council. Pay and Grading structures have been Equality Impact assessed where appropriate and a programme of Equal Pay audits is in place.

### 2. Legal

Under Section 38(1) of the Localism Act 2011, the Council is required to approve its Pay Policy Statement by 31st March each year.

### 3. Finance

The contents of the Pay Policy reflect the Revenue Budget approved by County Council in February 2019.

### 5. Risk Management Issues

The Council is statutorily bound to have a pay policy in place by 31st March each year prior to the commencement of the forthcoming financial year.

### 6. Staffing Implications

This Pay Policy is applicable to all staff with the exception of teachers who are covered by a statutory pay framework.



## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Paul R. Thomas

Assistant Chief Executive (People Management & Performance)

1. Scrutiny Committee – N/A

2. Local Member(s) – N/A

3. Community / Town Council – N/A

4. Relevant Partners – N/A

5. Staff Side Representatives and other Organisations

The politically balanced Pay Policy Advisory Panel has input into the formulation of the Pay Policy Statement, and the recommendations of that Panel have been incorporated into final document for approval by County Council.

The recognised Trade Unions have been consulted on the Pay Policy Statement 2019-2020.

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THERE ARE NONE**

Title of Document	File Ref No. / Locations that the papers are available for public inspection

