

Council
6 March 2024

Subject: Pay Policy Statement 2024-2025

Purpose: 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 each financial year.

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.

Cabinet Decision Required: No
Council Decision Required: Yes

Cabinet Member Portfolio Holder - Councillor P Hughes, Organisation & Workforce

Directorate Chief Executive's Name of Head of Service: Paul R Thomas Report Author: Alison Wood	Designations: Assistant Chief Executive – People Management People Services Manager	Tel Nos. 01267 246123 / 01267 246152 E Mail Addresses: prthomas@carmarthenshire.gov.uk amwood@carmarthenshire.gov.uk
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EXECUTIVE SUMMARY
MEETING: Council
DATE: 6 March 2024

Pay Policy Statement 2024-2025

Summary

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 each financial year. This is the twelfth Pay Policy produced by the Council. It takes account of the most recent "Pay Accountability in Local Government in Wales" Statutory Guidance issued by the Welsh Government in November 2021.

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 had input into the formulation of the Pay Policy Statement, prior to Council for approval.

Last year, the Pay Policy Advisory Panel requested that options be put forward for reviewing the existing NJC pay model and removing grade overlaps particularly at the bottom of the pay scale. A separate paper is attached setting out 2 proposals for removing overlaps Grade A to D and A to E together with costings.

Following discussions at its meeting on 20th February 2024, the Pay Policy Advisory Panel considered both options, in the context of the challenging financial climate, and agreed to introduce proposal 1 (i.e. to remove the overlaps from Grades A to D inclusive) at a point when it was financially viable to do so in the future. This matter is to be discussed at the Trade Union Joint Consultative Forum in April 2024.

To add to the commitment already given in relation to the Foundation Living wage rates of pay, the Authority is minded to revise the apprenticeship pay rates to reflect the rate for the job. This will go some way to support our commitment to our lowest paid members of staff. In so doing, this will improve recruitment and attract more applicants to join the Council as an apprentice in support of the Cabinet's Vision Statement:

Work to market Carmarthenshire County Council as an attractive employer for apprentices, school leavers and graduates. Focusing on reducing the migration of young people out of Carmarthenshire and from rural areas.

DETAILED REPORT ATTACHED?

YES
Pay Policy Statement



IMPLICATIONS

ALL IMPLICATIONS REQUIRE SIGN OFF BY THE DIRECTOR OR HEAD OF SERVICE

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)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Bio-diversity & Climate Change
Yes	Yes	Yes	None	Yes	Yes	None	None

1. Policy, Crime & Disorder and Equalities

The Pay Policy and LGPS Discretionary Policy will form part of the employers policy framework.

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 Council. Proposed changes to the NJC Pay Model increase costs as set out in the separate report.

4. 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.

5. Staffing Implications

This Pay Policy is applicable to all staff except for teachers who are covered by their own statutory pay framework. Changes to the NJC pay policy do not impact teachers but do impact school support staff.

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)

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee request for pre-determination	n/a
If yes include the following information: -	
Scrutiny Committee	
Date the report was considered:-	
Scrutiny Committee Outcome/Recommendations:-	

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 had input into the formulation of the Pay Policy Statement prior to approval by County Council

**CABINET MEMBER PORTFOLIO
HOLDER(S) AWARE/CONSULTED**

Yes

**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
To be completed	To be completed	To be completed (Delete as applicable)
To be completed	To be completed	To be completed (Delete as applicable)
To be completed	To be completed	To be completed (Delete as applicable)