

**COUNTY COUNCIL**  
**8<sup>TH</sup> MARCH 2023**

**PAY POLICY STATEMENT 2023-2024**

**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:**

Cllr Philip Hughes – Organisation and 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

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**COUNTY COUNCIL  
8<sup>TH</sup> MARCH 2023  
EXECUTIVE SUMMARY**

**PAY POLICY STATEMENT 2023-2024**

**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 will have input into the formulation of the Pay Policy Statement, before it is put before Council for approval.

The Pay Policy includes a revised pay model which reflects the NJC National Employer/Trade Unions agreement that SCP1 is removed from payscales.

**DETAILED REPORT ATTACHED?**

**YES**

## 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: P R Thomas, Assistant Chief Executive – People Management**

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

### **Policy, Crime & Disorder and Equalities**

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

### **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.

### **Finance**

The contents of the Pay Policy reflect the Revenue Budget approved by Council

### **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.

### **Staffing Implications**

This Pay Policy is applicable to all staff except for teachers who are covered by their own statutory pay framework.

## CONSULTATIONS

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

Signed P R Thomas – Assistant Chief Executive (People Management)

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

<b>1. Scrutiny Committee request for pre-determination</b>	N/A
<b>If yes include the following information: -</b>	
<b>Scrutiny Committee</b>	
<b>Date the report was considered:-</b>	
<b>Scrutiny Committee Outcome/Recommendations:-</b>	

### 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 will have input into the formulation of the Pay Policy Statement, and the recommendations of that Panel will be incorporated into the final document for approval by County Council

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

To be arranged

**Include any observations here**

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

**THERE ARE NONE**