

CYNGOR SIR POWYS COUNTY COUNCIL.

County Council

7 March 2019

REPORT AUTHOR: Chief Executive and Head of Paid Service

SUBJECT: Pay Policy Statement 2019/20

REPORT FOR: Information

1. Background and Purpose

All English and Welsh Local Authorities are required under local government legislation to produce and publish a Pay Policy Statement each financial year.

This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It takes account of the Revised Guidance relating to Pay Policy statements issued by the Welsh Government on 25th February 2014, on Pay Accountability in Local Government in Wales.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying the methods by which salaries of all employees are determined. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year detailing:

- The Council's policies towards all aspects and elements of the remuneration of Chief Officers;
- The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
- The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. The Council will aim to ensure there is no pay discrimination within its pay structures by complying with Equal Pay requirements and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

3. Proposal

The attached Pay Policy Statement sets out the Council's arrangements for the pay and remuneration of its employees for financial year 2019-20.

It is proposed that the Council approves the Pay Policy Statement to ensure compliance with Section 38 (1) of the Localism Act 2011.

4. Statutory Officers

The Head of Financial Services and Deputy Section 151 Officer comments that:

"The attached statement ensures we comply with the relevant legislative requirements."

The views of the Solicitor to the Council (Monitoring Officer) are:

"The Council is required by the Localism Act 2011 to have a Pay Policy Statement."

Members' Interests

Recommendation:	Reason for Recommendation:
To approve the attached pay policy statement.	Ensure compliance with section 38 (1) of the Localism Act 2011.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Aled Wyn Davies Cllr James Evans
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Person(s) To Implement Decision:	Graham Evans – Professional Lead, Employment Services
Date By When Decision To Be Implemented:	1 st April 2019

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Background Papers used to prepare Report: