

CYNGOR SIR POWYS COUNTY COUNCIL

County Council

7th March 2024

REPORT AUTHOR: Chief Executive

SUBJECT: Pay Policy Statement 2024/25

REPORT FOR: Decision

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 2024-25.

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 Finance (Section 151 Officer) comments that:

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

The views of the Head of Legal and Democratic Services (Monitoring Officer) are:

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

Recommendation:	Reason for Recommendation:
To approve the attached pay policy statement.	Ensure compliance with section 38 (1) of the Localism Act 2011. To respond to the legal requirements under the Standing Orders (Wales) Amendment Regulations 2014, the Local Government (Wales) Act 2015 and related advice from Welsh Government

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

Person(s) To Implement Decision:	Graham Evans – Professional Lead, Employment Services
Date By When Decision To Be Implemented:	1st April 2024

Contact Officer Name:	Tel:	Email:
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Background Papers used to prepare Report:

- **Localism Act 2011 Sections 38 to 43**
- **Pay Accountability in Local Government in Wales: Welsh Government 2021 (Guidance under Section 40 of the Localism Act 2011)**
- **Transparency of Senior Remuneration in the Devolved Welsh Public Sector: Welsh Government December 2015**
- **Government Spending Review 2020**
- **The Local Government and Elections (Wales) Act 2021**
- **Local Government (Wales) Measure 2011**