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County Hall
Rhadyr
Usk
NP15 1GA

11th November 2024

Notice of Meeting

Remuneration Committee

Tuesday, 19th November, 2024 at 2.00 pm
Room M1 - County Hall, The Rhadyr, Usk, NP15 1GA

AGENDA

Item No	Item	Pages
1.	Apologies for Absence.	
2.	Declarations of Interest.	
3.	To confirm the minutes of the meeting held on 22nd October 2024.	1 - 2
4.	Independent Review for Senior Leadership Pay - Recommendations (report to follow).	

Paul Matthews
Chief Executive

MONMOUTHSHIRE COUNTY COUNCIL
CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillor Ben Callard

*Llanfoist & Welsh Labour/Llafur Cymru
Govilon;*

County Councillor Martyn Groucutt

Lansdown; Welsh Labour/Llafur Cymru

County Councillor Meirion Howells

*Llanbadoc & Independent
Usk;*

Public Information

Access to paper copies of agendas and reports

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Watch this meeting online

This meeting can be viewed online either live or following the meeting by visiting www.monmouthshire.gov.uk or by visiting our Youtube page by searching MonmouthshireCC.

Welsh Language

The Council welcomes contributions from members of the public through the medium of Welsh or English. We respectfully ask that you provide us with 5 days notice prior to the meeting should you wish to speak in Welsh so we can accommodate your needs.

Aims and Values of Monmouthshire County Council

Our purpose

- to become a zero-carbon county, supporting well-being, health and dignity for everyone at every stage of life.

Objectives we are working towards

- Fair place to live where the effects of inequality and poverty have been reduced;
- Green place to live and work with reduced carbon emissions and making a positive contribution to addressing the climate and nature emergency;
- Thriving and ambitious place, where there are vibrant town centres and where businesses can grow and develop
- Safe place to live where people have a home where they feel secure in;
- Connected place where people feel part of a community and are valued;
- Learning place where everybody has the opportunity to reach their potential

Our Values

Openness. We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

Fairness. We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

Flexibility. We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Teamwork. We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.

Kindness: We will show kindness to all those we work with putting the importance of relationships and the connections we have with one another at the heart of all interactions.

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Meeting of the Remuneration Committee held in the Council Chamber, County Hall, The Rhadyr, Usk, NP15 1GA on Tuesday, 22nd October, 2024 at 2.00 pm

Councillors Present

County Councillor Ben Callard (Chair)

County Councillors: Martyn Groucutt and Meirion Howells

Also in attendance: Anne Phillimore, HR Consultant

APOLOGIES: None

Officers in Attendance

Julie Anthony, Human Resources (HR) Advisor
Justine Cass, Deputy Monitoring Officer, Torfaen County Borough Council
Richard Williams, Democratic Services Officer

1. Declarations of Interest

None received.

2. Confirmation of Minutes

The minutes of the meeting held on 15th October 2024 were confirmed as an accurate record.

3. Independent Review for Senior Leadership Pay

We received the independent review of the Chief Executive Officer and Chief Officer Remuneration by Anne Philimore, FCIPD, HR Consultant that was commissioned by Cabinet due to the current salary structures of the Strategic Leadership Team not being comparable with other councils in the Gwent area/Borders.

In doing so, the following points were noted:

- The previous Senior Leadership Pay review had been conducted in 2010. This had not hampered the Authority's desire to have a strong Strategic Leadership Team over the last 14 years.
- The 2025/26 County Council Budget is extremely challenging and this needs to be considered when concluding recommendations for the Senior Leadership Pay, which will be considered by Full Council in due course.
- The HR consultant's recommendations for Tiers 1 – 4 are their respective Options 2 – Median Range, outlined in the report and presentation. This additional cost would be an identified pressure on the 2025/26 budget that has

been recognised by the Acting 151 Officer. This additional cost could be phased in over a two-year period to ease budgetary pressures.

- It was suggested that remuneration be considered as a monetary contribution with additional benefits, e.g., reduced gym membership, with a view to providing a financial equivalent, but also increase the quality of life of the individual. However, it was noted that the taxability of benefits in kind would need to be considered should such a benefits package be established.
- The Authority has offered flexible working to its staff for a number of years. However, many other organisations now also offer increased levels of flexibility to their staff, which is less of a unique selling point for Monmouthshire County Council.
- Senior Leadership pay should be established first at Tier 1 and then progress through the Tiers in order to Tier 4. This provides the correct context for paying Senior Leadership staff.
- The Chief Executive post has considerable responsibility within the Authority. There should be a sufficient difference in salary between the Chief Executive and Chief Officers to reflect this.
- The next meeting of the Remuneration Committee will discuss affordability of the independent review of the Senior Leadership Pay, with a view to outlining recommendations.

We noted the report and presentation.

4. Next Meeting

19th November 2024 at 2.00pm.

The meeting ended at **3.22 pm**.