

**SUBJECT: PUBLICATION OF PAY POLICY STATEMENT AS REQUIRED BY THE LOCALISM ACT**

**MEETING: Council**

**DATE: 5 March 2020**

**1. PURPOSE:**

To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act.

**2. RECOMMENDATIONS:**

That Council approves the Pay Policy for the year 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020.

**3. KEY ISSUES:**

1. That Council approves to pay the nationally negotiated and agreed pay award of the Joint National Council (JNC) for Local Authority Chief Executive Officers. Chief Executive Officer terms and conditions of employment and pay are prescribed by the JNC for Local Authority Chief Executive Officers. The individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 2% with effect from 1 April 2019. The pay agreement covers the period 1 April 2018 to 31 March 2020.
2. That Council approves to pay the nationally negotiated and agreed pay award for those employees who come under the Joint National Council (JNC) for Chief Officers. Chief Officers' terms and conditions of employment and pay are prescribed by the JNC for Local Authority Chief Officers. The individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 2% with effect from 1 April 2019. The pay agreement covers the period 1 April 2018 to 31 March 2020. The Council employs Chief Officers under JNC terms and conditions, which are incorporated into contracts of employment. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with contractual requirements.

3. Monmouthshire County Council recognises the need to have a clear written policy on pay and reward for employees. A policy provides a framework to ensure that employees are rewarded fairly, objectively and without discrimination.
4. The 2019-20 Pay Policy includes the following:
  - Updated information in relation to pay bands (and salary information) effective 1 April 2019 as a result of the implementation of the new pay spine:-

Monmouthshire County Council's grading structure prior to 1 April 2019 consisted of 13 grades with 5 increments in each grade that spanned across Spinal Column Points (SCP) 6 - 57.

With effect from 1 April 2019, this changed and Monmouthshire County Council's grading structure now has 13 grades with 5 increments in ten of the grades, 3 increments in two of the grades and 4 increments in one of the grades. Grades span across Spinal Column Points (SCP) 1- 51.

- Updated information in relation to the pension contributions - effective 1 April 2019
  - Specific information relating to reporting requirements associated with exit payments
5. The policy is underpinned by the Single Status Agreement signed as a collective agreement with the Trades Unions on 2nd December 2010 and other nationally agreed terms and conditions for employees of the Council.
  6. This is the ninth publication of the policy.
  7. Should the Council at any time decide that it does not wish to implement the nationally negotiated & agreed JNC and NJC (National Joint Council) pay increases, the Pay Policy Statement would need to be amended again to reflect the decisions, which are taken by Council.

#### **4. OPTIONS APPRAISAL**

There is a statutory requirement to produce and publish an annual pay policy statement.

#### **5. EVALUATION CRITERIA**

An evaluation assessment is provided at the end of this document.

## **6. REASONS:**

The Council has a statutory requirement under s.38 of the Localism Act 2011 to prepare a pay policy statement on an annual basis. The statement needs to be in place by 31st March each year. The proposed Pay Policy will ensure compliance with this legislation.

## **7. RESOURCE IMPLICATIONS:**

The Council's budget includes the cost of its employees while the pay details for Chief Officer posts is published on an annual basis as part of the Statement of Accounts.

Those officers employed under Chief Officer's terms and conditions of employment receive national pay awards, irrespective of any pay awards to the Chief Executive Officer. The pay awards for the CEO and Chief Officers saw a 2% increase with effect from 1 April 2019.

The pay award for local government employees saw a 2% increase effective 1 April 2019.

As a reminder, the National Joint Council Pay Deal of December 2017 provided for implementation of the pay award in two phases, in April 2018 and April 2019. The 2018 phase involved only percentage increases to each of the 28 SCPs within the NJC grading pay structure and was implemented by the Council with effect from 1 April 2018. The second phase of the pay deal involved not only a percentage increase for all pay points it also introduced (with effect from 1 April 2019) a new pay spine.

Monmouthshire County Council introduced the Real Living Wage in April 2014 in line with the rate set by the Living Wage Foundation. The implementation of the new pay spine (effective 1 April 2019) introduced a minimum spinal column point of £9.00 per hour. This is in line with the rate set by the Living Wage Foundation.

## **8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

The Wellbeing and Future Generations and Equality Impact Assessment is attached.

## **9. CONSULTEES:**

Chief Executive  
Head of Finance/Section 151 Officer  
Monitoring Officer  
UNISON  
GMB

## **10. BACKGROUND PAPERS:**

None

**11.AUTHOR:**

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## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>Pay Policy</b>
<b>Date decision was made:</b>	<b>February 2020</b>
<b>Report Author:</b>	<b>Sally Thomas</b>

### **What will happen as a result of this decision being approved by Cabinet or Council?**

All employees of the County Council will be paid in accordance with the information set out in the annual Pay Policy Statement

### **What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?**

All employees of the County Council will be paid in accordance with the information set out in the Pay Policy Statement

### **What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?**

Council budget accounts for pay awards to staff as part of budget monitoring and forecasting procedures.

Any other comments

Statutory requirement to produce and publish an annual Pay Policy Statement

