

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

MEETING: Council

DATE: 3 March 2022

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 1st April 2022 to 31st March 2023.

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 1.5% with effect from 1 April 2021. The pay agreement covers the period 1 April 2021 to 31 March 2022.
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 1.5% with effect from 1 April 2021. The pay agreement covers the period 1 April 2021 to 31 March 2022.

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 2022-23 Pay Policy includes the following:
 - Information in relation to pay bands (and salary information) which apply as at 1 April 2021 for the Chief Executive Officer, Chief Officers and Local Government Employees (LGE). This information will be updated as and when the pay award in relation to local government employees (for the period covering 1 April 2021 to 31 March 2022) is confirmed.

Monmouthshire County Council's grading structure 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 2021
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 eleventh 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 Full 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:

Those officers employed under Chief Officers' terms and conditions of employment receive national pay awards, irrespective of any pay awards to the Chief Executive Officer.

The pay award for 2021/22 for Chief Executive Officers is confirmed as 1.5% and the pay award for Chief Officers is confirmed as 1.5% (effective 1 April 2021). The pay award for Local Government Employees (LGE) is expected to be 2.75% for SCP1 and 1.75% for SCP2 and above, for the period covering 1 April 2021 to 31 March 2022.

The Council's budget includes the cost of its employees and for the current 2021/22 financial year forecasts are prepared on the basis of known and anticipated pay awards. The Council's final budget proposals for 2022/23 are predicated on a pay award assumption of 3.5% for the 2022/23 financial year for non-school staff. Schools are being funded for all pay and pension related spending pressures, up to a threshold of a 3% pay award.

There is a requirement to disclose in the Council's Statement of Accounts details of employee benefits. Further disclosure required outlines details of senior officer remuneration in respect of Chief Officers' posts, the number of employees whose remuneration was £60,000 or more, and termination benefits resulting from redundancies, settlement agreements or associated pension strain costs.

Monmouthshire County Council introduced the Real Living Wage in April 2014 in line with the rate set by the Living Wage Foundation. The Council wishes to maintain its commitment to the Real Living Wage.

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
Deputy Chief Executive and Chief Officer, Resources (& Section 151 Officer)
Chief Officer, People & Governance & Monitoring Officer
UNISON
GMB

10. BACKGROUND PAPERS:

None

11. AUTHOR:

Sally Thomas - HR Manager

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Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

Title of Report:	Pay Policy
Date:	January 2022
Report Author:	Sally Thomas

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 employees as part of budget monitoring and forecasting procedures.

Any other comments

Statutory requirement to produce and publish an annual Pay Policy Statement