

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

MEETING: Council

DATE: 9 March 2023

1. PURPOSE

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

2. RECOMMENDATION

- 2.1 That Council approves the Pay Policy for the year 1st April 2023 to 31st March 2024.

3. KEY ISSUES

- 3.1 Monmouthshire County Council is part of the nationally negotiated and agreed pay award involving the Joint National Councils (JNC) for Chief Executives and Chief Officers. It also applies the JNCs' terms and conditions.
- 3.2 As a result of the 22/23 pay negotiations between JNC and Trades Unions:
- a. the individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by £1925 with effect from 1 April 2022;
 - b. the individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by £1925 with effect from 1 April 2022.
- 3.3 The legal duty to publish a pay policy is set out in s38 of the Localism Act 2011. In providing this report to Council to note and making the report available MCC is satisfying that legal requirement. The policy covers the requirements of the legislation including:
- a. information in relation to pay bands (and salary information) which apply as at 1 April 2023 for the Chief Executive Officer, Chief Officers and Local Government Employees (LGE);
 - b. MCC's pay spine and grading structure;
 - c. updated information in relation to the pension contributions.

3.4 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.

3.5 This is the twelfth publication of the policy.

4. OPTIONS APPRAISAL

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

5. EVALUATION CRITERIA

5.1 This report is a statutory requirement.

6. REASONS

6.1 The Council has a statutory requirement under s38 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 for the following financial year. The proposed Pay Policy will ensure compliance with this legislation.

7. RESOURCE IMPLICATIONS

7.1 Pay costs are incorporated into the 22/23 budget.

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

8.1 This report is a statutory requirement.

9. CONSULTEES

Chief Executive
Deputy Chief Executive and Chief Officer, Resources
UNISON
GMB

10. BACKGROUND PAPERS

None

11. AUTHOR

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