



PAY POLICY STATEMENT 2023/24

Contents

1.0	Introduction	2
2.0	Policy Statement	3
3.0	Legislative Framework.....	3
4.0	Scope	5
5.0	Principles of the Pay Policy	5
6.0	Pay Structures within the Council	6
7.0	Job Evaluation	8
8.0	Market Supplements	9
9.0	Honoraria Payments	9
10.0	Pay and Performance	9
11.0	Chief Executive	9
12.0	Chief Officers	10
13.0	Exit Payments	12
14.0	Voluntary Severance	13
15.0	Pay relativities across the Council	13
16.0	Independent Remuneration Panel for Wales	14
17.0	Accountability and decision making	14
18.0	Non-Guaranteed Working Hours	15
19.0	Recruitment and Talent Management	15
20.0	Re-employment procedures	15
21.0	Teachers Pay	16
22.0	Pension Scheme	16
23.0	Off-Payroll Arrangements	17
24.0	Publication	17
25.0	Monitoring and review	17
	ANNEX A: NJC National Pay Scale 2022/23	19
	ANNEX B: Chief Officers Pay 2022/23	21
	ANNEX C: Soulbury 2021	22

1.0 Introduction

- 1.1 Under Section 112 of the Local Government Act 1972 the Council has the power 'to appoint officers on such reasonable terms and conditions as the Council thinks fit'.
- 1.2 This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of sections 38 to 43 of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year, detailing:
- 1.3 The Council's policies towards all aspects and elements of the remuneration of Chief Officers, including;
 - i. The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
 - ii. The Council's policy on the remuneration of its lowest paid employees
 - iii. (including the definition adopted and reasons for it);
 - iv. The relationship between the remuneration of its Chief Officers and other employees.
- 1.4 Local authorities are large, complex organisations with multi-million pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect the specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances, whether foreseeable or not.
- 1.5 The Council recognises the role of trade unions in consultation and negotiation of pay at local, regional and national levels. The Council supports the National Joint Councils and Joint Negotiating Committees, which govern the national agreements concerning pay and conditions of service, which are applicable to all of the employee groups referred to in this pay policy statement.
- 1.6 As required by legislation, full Council approved the first Pay Policy in 2012 and this policy statement came into immediate effect. The Policy is subject to review on a minimum of an annual basis in accordance with the relevant legislation. This policy will be submitted to full Council for approval.
- 1.7 This policy has made reference to the Welsh Government Guidance Pay Accountability in Local Government, December 2020 and November 2021.
- 1.8 The Council's Workforce Strategy for 2022/27 identifies that Recognising Performance" is a key "Strand" to its success with the aim to "*achieve and*

*recognise high levels of performance from direct and effective communication, regular evaluation and feedback, clear planning and understanding and supporting our workforce and incentivise appropriately".
"So that we have capable staff who are appropriately incentivised, recognised and motivated to achieve a high performance culture across all teams and demonstrating our core values."*

2.0 Policy Statement

- 2.1 This Policy includes matters concerning the remuneration of Chief Officers, as defined under the Localism Act 2011, including the publication of and access to information relating to all aspects of their remuneration.
- 2.2 The policy includes details on the remuneration of its lowest paid employees (including the definition adopted and reasons for it) and the relationship between the remuneration of its Chief Officers and other employees.
- 2.3 The Council will endeavour to maintain the constructive Social Partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and/or allowances

3.0 Legislative Framework

- 3.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes:
 - Equality Act 2010
 - Employment Act 1996
 - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employment (Prevention of Less Favourable Treatment) Regulations 2002
 - Working Time Regulations 1998
 - Agency Workers Regulations 2010
 - Transfer of Undertakings (Protection of Employment) Regulations 2006
 - National Minimum Wage (Amendment) Regulations 2021
- 3.2 The Council will ensure there is no pay discrimination within its pay structures 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.

3.3 DEFINITIONS

The Act sets out the requirements for Pay Policy Statements and as part of this there are certain terms that are used to define different employee groups and in particular senior officers. This section explains these definitions, and how they apply in this Council. The Localism Act 2011 defines ‘Chief Officer’ as Chief Executive, Monitoring Officer, Statutory Chief Officers and Non Statutory Chief Officers.

As stated in the Local Government and Elections (Wales) Act 2021, (with reference to the changes introduction in the Local Government (Wales) Measure 2011, the role of “Head of Paid Service” was replaced by the role of “Chief Executive” from May 2022

Chief Officers:

Swansea Council’s Chief Officers are as follows:

- Chief Executive
- Statutory Chief Officers:-
 - Director of Education
 - Director of Social Services
 - Director of Finance who undertakes the role of Section 151 Officer
 - Monitoring Officer – Head of Legal, Democratic Services and Business Intelligence
- Non-statutory Chief Officers – this refers to non-statutory posts that report directly to the Chief Executive / Directors
 - Director of Corporate Services
 - Director of Place

Deputy Chief Officers

The Localism Act 2011 defines ‘Deputy Chief Officers’ as those officers that report directly to statutory or non-statutory Chief Officers. In Swansea Council these are:

- Deputy Section 151 Officer and Deputy Chief Finance Officer
- Deputy Monitoring Officer and Deputy Chief Legal Officer

The Council’s senior management arrangements includes Heads of Service. In addition to the posts identified above there are also some Managers that report directly to statutory or non-statutory Chief Officers. These are as follows;

- Heads of Service:
- Place Directorate

- Building Services
- Cultural Services
- Highways and Transportation
- Housing and Public Health
- Planning and City Regeneration
- Property Services
- Waste, Cleansing and Parks
- Education
 - Achievement and Partnership
 - Planning and Resources
 - Vulnerable Learners
- Social Services
 - Adult Services
 - Child and Family Services
 - Integrated Services
- Corporate Services
 - Communications and Marketing
 - Human Resources and Service Centre
 - Digital and Customer Services
 - Human Resources and Service Centre
- Finance

4.0 Scope

- 4.1 The Localism Act 2011 required Authorities to develop and make public their Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Council, explaining their Policy on the relationship between remuneration for Chief Officers and other groups. However, in the interests of transparency and accountability the Council has chosen to take a broader approach and produce a Policy covering all employee groups with the exception of School Teachers (as the remuneration for this latter group is set by the Secretary of State and therefore not within Local Authority control).
- 4.2 The Council has autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local taxpayers. However, this Policy will be complied with in setting remuneration levels for all groups within its scope.

5.0 Principles of the Pay Policy

- 5.1 The Council is committed to an open and transparent approach to pay policy which will enable the tax payer to access, understand and assess information on remuneration levels across all groups of council employees. To this end the following are provided as Appendices to this policy:

- Swansea Council's Employee Pay Scales, Local Government Services Employees (Annex A)
- Swansea Council's Chief Officer Pay Scales (Annex B)
- National Pay Grades - Soulbury (Annex C)

The following are available on the Council's website:

- JNC Chief Officer Terms and Conditions
- JNC Chief Officer Employment Rules (as per Council Constitution)
- Policy on Redundancy
- Policy on Employee Performance Management
- Annual Leave Policy
- Policy on Travel and Subsistence
- Partnership arrangements
- Swansea Public Services Board
- Swansea City of Sanctuary
- Swansea Poverty Partnership Forum
- Regeneration Swansea
- Safer Swansea Advice

5.2 In addition to the above, the Chief Executive also plays a lead role in regional agencies such as ERW/Partneriaeth, Swansea Bay City Deal and the South West Wales Corporate Joint Committee.

5.3 In this context, it does need to be recognised that, at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent. This would ideally include people from the private and public sector and from inside and outside Wales. It is recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.

5.4 In addition, the Council is the major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the City and County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.

6.0 Pay Structures within the Council

6.1 **NJC Pay Structure:** The Council uses the nationally negotiated pay spine as the basis for its grading structure. This determines the salaries of the larger majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant.

- 6.2 Pay increases for NJC staff are nationally negotiated. Pay rates for the period 1 April 2021 to 31 March 2022 are detailed in Annex B.
- 6.3 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.
- 6.4 The NJC (National Joint Council for Local Government Services) agreed that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine. It has now been agreed that, as a result, SCP1, relating to Grade 1 employees, will be removed from our pay scales and impacted employees moved onto SCP3 in Grade 2 with effect from 1st April 2023.
- 6.5 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.
- 6.6 **The Soulbury Committee** has its own pay scales and includes the following groups of staff:-
- Educational Inspectors and Advisers
 - Educational Psychologists
 - Youth and Community Service Officers

In addition to the annual pay increase, the Soulbury Committee determines the national salary framework. On other conditions of service issues, the Soulbury agreement ensures that Soulbury officers have conditions which are not less favourable than other local government staff employed in the Council they work in.

All future nationally negotiated pay increases for Soulbury staff will follow the same process as for Chief Officers; see below. The Council will therefore pay future pay rises as and when determined in accordance with contractual requirements.

The pay rates for 2022 are still under negotiation. The current pay rates for this group of staff are attached at **Annex C**.

6.7 **Teachers**

Teachers' salaries are set nationally, and the Teachers' Pay Policy is available on the Council website.

7.0 Job Evaluation

- 7.1 Job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs within an organisation. It aims to make a systematic comparison between jobs to assess their relative worth, for the purpose of establishing a rational pay structure and pay equity between jobs.
- 7.2 The Council implemented Single Status for all staff in terms of Pay, Grading and Terms & Conditions on 1 April 2014. The concept of equality was central to this work and our Equality Impact Assessment (EIA) process has been utilised throughout. It has informed the negotiating position of the Council in relation to a number of Terms and Conditions. The Council engaged Northgate to assist us to carry out an EIA in respect of our new pay model.
- 7.3 The Council currently uses 2 job evaluation schemes: the GLPC Chief Officers Scheme and the methodology of Job Family Allocation.
- 7.4 As part of the Senior Management Review, it is intended that a further review of pay and grading arrangements will be undertaken. This will result in a new Chief Officer job evaluation scheme being decided upon by Council in 2023/24.

8.0 Market Supplements

- 8.1 Job evaluation has enabled the Council to set appropriate remuneration levels based on internal job size relativities within the council. However, from time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity.
- 8.2 It is the Council's policy that any such additional payments be kept to a minimum and be reviewed on a regular basis so that they can be withdrawn where no longer considered necessary, as set out in the Market Supplement Procedure.
- 8.3 Where there are specialist technical roles required within a service, and the recruitment process has failed to deliver appropriately qualified suitable candidates for the role on offer, the Head of Service will submit a full business case for the additional market supplement payment, based on current labour market research for these required skills, to Corporate Management Team for approval.

9.0 Honoraria Payments

- 9.1 The Council recognises that it may be necessary from time to time to apply an additional payment when an employee is requested to 'act up' into a higher graded post or temporarily undertake additional duties associated with a higher graded post. In these circumstances an honoraria payment may be made, and the Honoraria Procedure seeks to ensure that honoraria payments are transparent, properly considered, subject to proper review and implemented on a consistent basis.

10.0 Pay and Performance

- 10.1 The Council expects high levels of performance from all employees and has a performance review process in place to monitor, evaluate and manage performance on an ongoing basis. No performance-related pay is currently applicable to any employee group.
- 10.2 The Chief Executive's performance review is undertaken by the Chief Executive's Appraisal and Remuneration Committee on an annual basis. The Chief Executive publishes the objectives set by the Council in the Chief Executive's blog.
- 10.3 For Chief Officers, the annual increment (if not already at top of scale) is awarded only when the Performance Review is deemed satisfactory.
- 10.4 The Council has an Employee Performance Management policy that is available on the Council's website.

11.0 Chief Executive

- 11.1 The role of Chief Executive is a full time and permanent appointment. The post holder is selected on merit against objective criteria, following public advertisement, and then will be appointed by full Council. The Local Government and Elections (Wales) Act 2021 introduced additional functions for the Chief Executive to keep certain matters including the organisation and appointment of the council's staff under review and where appropriate to do so to report to the council setting out proposals in respect of those matters.
- 11.2 The Chief Executive works closely with elected members to deliver the Council's Recovery Plan – Achieving Better Together.
- 11.3 The Chief Executive routinely works outside of the standard Monday to Friday business week, The Chief Executive also heads the Gold Command 'on call' arrangements particularly to cover emergency planning requirements.

- 11.4 The Chief Executive is employed on Joint National Committee for Chief Executives of Local Authorities (JNC for Chief Executives) terms and conditions. The JNC for Chief Executives negotiates on national (UK) annual cost of living pay increases, and any award of the same is determined on this basis. These pay awards are effective from 1 April each year however they are not normally confirmed in advance of this date.
- 11.5 The Chief Executive will act as the Returning Officer for Local Government Elections. The appointment of Electoral Registration Officer is required by S8 of the Representation of the People Act 1983 and the appointment of Returning officer by S35 of the Representation of the People Act 1983. All other Elections and referenda are not included; and this is covered by the JNC Terms and Conditions of Employment.
- 11.6 The Chief Executives Pay Award for 2022/23 will increase the Chief Executive's current salary to £156,887 per annum.

12.0 Chief Officers

- 12.1 'Chief Officers' are defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are as follows;
- (a) the head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
 - (b) its monitoring officer designated under section 5(1) of that Act;
 - (c) a statutory chief officer mentioned in section 2(6) of that Act;
 - (d) a non-statutory chief officer mentioned in section 2(7) of that Act;
 - (e) a deputy chief officer mentioned in section 2(8) of that Act.

For the purposes of its Pay Policy, Swansea Council includes those who are designated Heads of Service.

- 12.2 No bonus or performance related pay mechanism is applicable to Chief Officers' pay; although the annual increment (if not already at top of scale) is only awarded once the Annual Performance Review has been deemed as satisfactory. The Chief Executive is on a spot salary, with no incremental progression.
- 12.3 In respect of the nationally agreed JNC Pay Award for the Chief Executive's salary, half is afforded automatically with the other half subject to the performance rating at the Annual Performance Review. The current Chief Executive is on a spot salary with no incremental progression.
- 12.4 **Chief Officer Pay Decisions:** Although any pay increases referred to above are part of the nationally agreed terms and conditions, the Council's Constitution Employment Procedure Rules states that any decision to

determine or vary the remuneration of Chief Officers (or those to be appointed as Chief Officers) must be made by full Council.

- 12.5 Therefore, in accordance with these rules, the Council's decision to agree this Pay Policy Statement constitutes agreement to implement future pay increases determined by the relevant negotiating body effective from 1 April 2022, as accounted for in the Budget set and agreed by Council.
- 12.6 Any additional financial implications arising from the national pay agreements determined after this date that cannot be met within the Council's agreed Budget will be referred to Council for consideration and decision.
- 12.7 **Additions to salary of Chief Officers:** The Council does not apply any bonuses or performance related pay to its Chief Officers. However, the annual increment (if not already at top of scale) is only awarded once the annual Review has been deemed as satisfactory.
- 12.8 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.
- 12.9 The cost of membership of one half of a professional body is met by the Council if it is deemed an essential requirement of the post.
- 12.10 **Pay Increases - Chief Officers:** The Council employs Chief Officers under JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same 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 current contractual requirements.
- 12.11 Agreement has been reached on the pay award applicable from 1 April 2022 and is for all officers within the scope of the JNC for Chief Officers attached as Annex A.
- 12.12 Chief Officer Pay:** The current structure and pay remuneration was approved by the Independent Pay Review Panel in 2018. The pay award applicable from 1st April 2022 is appended as Annex B.

13.0 Exit Payments

- 13.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 45 weeks' pay would be granted (Regulation 6).
- 13.2 Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Council does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).
- 13.3 The Council will comply with Chapter 8 Localism Act 2011 and the Council's Constitution which provides that the Council must determine the level, and any change in the level of remuneration to be paid to a chief officer. Remuneration includes any amounts payable to a chief officer on the chief officer ceasing to hold office, other than amounts that may be payable by virtue of any enactment.
- 13.4 The Council will comply with the Welsh Government's guidance that full Council should be given the opportunity to vote on chief officer severance packages to ensure any settlement represents value for money for taxpayers. In presenting information to full council, the authority will set out clearly all the components of the relevant severance package including any statutory or non-statutory components.
- 13.5 When calculating the value of a severance package, the following payments should include the following items:-
- salary paid in lieu
 - lump sum redundancy/severance payment
 - cost to the Council of the strain on the pension fund arising from providing early access to an unreduced pension
- 13.6 Exit Payment Cap: Previous Pay Policy Statements have referred to the potential introduction of a cap on exit payments. The Restriction of Public Sector Exit Payments Regulations 2020 came into force across the United Kingdom on 4 November 2020; however, in February 2021 the UK government issued a Treasury Direction to dis-apply the regulations whilst the process of formal revocation can take place, (Revocation of Restriction of Public Sector Exit Payments Regulations 2020).
- 13.7 On 12th February 2021 the UK Government announced its decision to revoke the above Regulations in full and has dis-applied the key Regulations until this can be done by the UK Parliament. This means that the cap has been

removed in both England and Wales, and there is no current requirement for public bodies to request waivers for exit payments over £95,000.

- 13.8 The Strategic HR&OD Manager will ensure that if there are further decisions made regarding this matter, the appropriate actions will be taken to ensure compliance.

14.0 Voluntary Severance

- 14.1 The Voluntary Redundancy Policy provides details of the position on making discretionary payments on early termination of employment under Regulation 7 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006. Details of the Council's policy on whether to increase an employee's total pension scheme membership and on awarding additional pension under Regulation 66 of the Local Government Pension Scheme (Administration) Regulations 2008 is included in our Employer's Pensions Discretions statement.
- 14.2 Further to the EAT decision *University of Sunderland v Drossou* (13 June 2017, *the Council will take into consideration any* pension contributions that form part of the overall package of 'remuneration' offered to an employee in return for their services. The result of this is that, where appropriate, the employer's pension contributions are included in the calculation of weekly pay subject to the current maximum allowed.

15.0 Pay relativities across the Council

- 15.1 The "lowest paid employees" under a Contract of Employment are defined as those employed on a full time [37 hours] equivalent salary in accordance with the minimum spinal column point currently in use within the Council's grading structure. The Council employs Apprentices [and other such Trainees] who are not included within the definition of 'lowest paid employees' as they are not employed under Contracts of Employment.
- 15.2 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out earlier in this Policy Statement.
- 15.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report explored the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code

of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Council's workforce.

- 15.4 The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as 1:11 and between the lowest paid employee and average Chief Officer as 1:6
- 15.5 The multiple between the median (average) full time equivalent earnings and the Chief Executive is 1:5 and between the median (average) full time equivalent earnings and average Chief Officer is 1:3.
- 15.6 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

16 Independent Remuneration Panel for Wales

- 16.1 Section 143A Local Government (Wales) Measure 2011 refers to the Independent Remuneration Panel for Wales (IRPW) and sets out their functions in relation to salaries of Chief Executives.
- 16.2 Any changes to remuneration for the Chief Executive role will be referred to the IRPW and any recommendations received from the IRPW will be put before Council when determining any change in remuneration. Council will have regard to any recommendation received from the IRPW when deciding whether or not to proceed with any change to Chief Executive salary.
- 16.3 The Council is required to identify in this pay policy statement whether any such referral has been made to the IRPW, and if so, the nature of the referral, the IRPW's decision and the council response.
- 16.4 The Council has not made a referral to the IRPW relating to the salary payable to the Chief Executive.

17.0 Accountability and decision making

- 17.1 In accordance with the Constitution of the Council, Full Council is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to Chief Officer employees of the Council.
- 17.2 This policy has considered all the recommendations in the Welsh Government guidance notes on Pay Accountability in Local Government in Wales, and has been referred to throughout this Policy statement.

18.0 Non-Guaranteed Working Hours

- 18.1 In December 2016 the Welsh Government issued principles and guidance on the appropriate use of non-guaranteed hours arrangements in the devolved public services in Wales. These principles and guidance were developed by the Public Services Staff Commission in social partnership with the Welsh Government's Partnership Council and its sector groups.
- 18.2 The Council is committed to the principles determined by Welsh Government which apply to those employees who are employed on a relief, casual or sessional basis. These employees are used in services within the Council where there is either a need to bring in an additional workforce in order to cover peaks in workload or where the workload is on a one off basis.

19.0 Recruitment and Talent Management

- 19.1 Recruitment of Chief Officers: The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.
- 19.2 Where the Council remains unable to recruit Chief Officers under a contract of service, or there is a need for an interim appointment to provide cover for a vacant substantive Chief Officer post or for any other reason, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council currently has one Chief Officer engaged under such an arrangement, the Director for Corporate Services.

20.0 Re-employment procedures

- 20.1 No Chief Officer who was previously made redundant or granted early retirement from the Council, will be later re-employed or re-engaged. This would be either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commissioned to work on behalf of the Council unless in exceptional circumstances when a meeting of Council may waive this requirement.
- 20.2 The Council will inform Chief Officers on appointment who are in receipt of a pension under the LGPS from a previous employer that they must inform their Pension Fund Provider of their re-employment in Local Government. The appropriate abatement rules can then be applied.

21.0 Teachers Pay

21.1 The Teachers Pay Policy provides a framework for making decisions on Teachers' pay. It has been developed to comply with the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been the subject of consultation with ASCL, NAHT, NASUWT, NEU AND UCAC.

22.0 Pension Scheme

22.1 All Council employees (with the exception of teachers) are entitled to join the local government pension scheme (LGPS) which is offered by the Local Government Employers. If employees are eligible they will automatically become a member of the scheme (to join they must have a contract for at least 3 months duration and be under the age of 75). Employees can decide to opt out of the scheme. The benefits and contributions payable under the Fund are set out in the LGPS regulations.

22.2 The current level of contribution to the scheme by employees, effective from 1st April 2022, is outlined in the following table:

Contribution table 2022/23			
Band	Actual pensionable pay for an Employment (per annum)	Contribution rate for that employment	
		Main	50/50 section
1	Up to £15,000	5.50%	2.75%
2	£15,001 to £23,600	5.80%	2.90%
3	£23,601 to £38,300	6.50%	3.25%
4	£38,301 to £48,500	6.80%	3.40%
5	£48,501 to £67,900	8.50%	4.25%
6	£67,901 to £96,200	9.90%	4.95%
7	£96,201 to £113,400	10.50%	5.25%
8	£113,401 to £170,100	11.40%	5.70%
9	£170,101 or more	12.50%	6.25%

22.3 Teachers are entitled to join the Teachers' Pensions scheme. As the Teachers Pensions scheme is operated externally further information can be found on www.teacherspensions.co.uk.

- 22.4 The Council's Pensions Discretions Policy statement has been updated and agreed during 2021 and, as required is published on the Council's website as required by regulations and as follows;
https://www.swansea.gov.uk/media/5047/Employers-pensions-discretionspolicy-2021/pdf/Employers_pensions_discretions_policy.pdf?m=1642597102047

23.0 Off-Payroll Arrangements

- 23.1 Where the Council is unable to recruit to a job under a contract of service, or where there is a need for specialist support for a specific project, the Council will, where necessary, consider engaging individuals under a contract for service. These will be sourced through the relevant procurement process under the Council's Contract Procedure Rules, ensuring the council is able to demonstrate value for money from competition in securing the relevant service.

24.0 Publication

- 24.1 Upon approval by the full Council, this statement will be published on the Council's Website. In addition, for posts where the full time equivalent salary is at least £60,000, as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Council's Annual Statement of Accounts will include a note setting out the total amount of:
- salary, fees or allowances paid to or receivable by the person in the current and previous year;
 - any bonuses so paid or receivable by the person in the current and previous year;
 - any sums payable by way of expenses allowance that are chargeable to UK income tax;
 - any compensation for loss of employment and any other payments connected with termination;
 - any benefits received that do not fall within the above

25.0 Monitoring and review

- 25.1 The Policy outlines the current position in respect of pay and reward across the Council and it will continue to be monitored over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for citizens of Swansea.
- 25.2 This Pay Policy Statement will be kept under review and developments considered in the light of external best practice and legislation. The Pay Policy Statement may also be reviewed as part of the Council's existing Scrutiny arrangements. The Council will ensure the Pay Policy Statement is updated on an annual basis in line with the requirement of the Localism Act 2011.

25.3 This Pay Policy Statement will be reviewed and updated on an annual basis for consideration and agreement by full Council, with the next Pay Policy Statement to be in place for the 2023/24 financial year.

ANNEX A: NJC Pay Award 2022/23

GRADE	19/20	HOURLY RATE 21/22	SALARY 21/22	HOURLY RATE 22/23	SALARY 22/23
GRADE 1*	1	£9.50	£18,333.00	£10.50	£20,258.00
GRADE 2	3	£9.79	£18,887.00	£10.79	£20,812.00
GRADE 2 Abated	3A	£9.77	£18,858.00	£10.77	£20,783.00
GRADE 3	4	£9.99	£19,264.00	£10.98	£21,189.00
GRADE 3 Abated	4A	£9.97	£19,235.00	£10.97	£21,160.00
GRADE 4	5	£10.19	£19,650.00	£11.18	£21,575.00
	6	£10.39	£20,043.00	£11.39	£21,968.00
GRADE 4 Abated	5A	£10.17	£19,621.00	£11.17	£21,546.00
	6A	£10.37	£20,014.00	£11.37	£21,939.00
GRADE 5	7	£10.60	£20,444.00	£11.59	£22,369.00
	8	£10.81	£20,852.00	£11.81	£22,777.00
	9	£11.02	£21,269.00	£12.02	£23,194.00
GRADE 5 Abated	7A	£10.58	£20,415.00	£11.58	£22,340.00
	8A	£10.79	£20,823.00	£11.79	£22,748.00
	9A	£11.01	£21,240.00	£12.01	£23,165.00
GRADE 6	11	£11.47	£22,129.00	£12.47	£24,054.00
	12	£11.70	£22,571.00	£12.70	£24,496.00
	14	£12.17	£23,484.00	£13.17	£25,409.00
	15	£12.42	£23,953.00	£13.41	£25,878.00
	17	£12.92	£24,920.00	£13.91	£26,845.00
GRADE 7	19	£13.44	£25,927.00	£14.44	£27,852.00
	20	£13.71	£26,446.00	£14.71	£28,371.00
	22	£14.26	£27,514.00	£15.26	£29,439.00
	23	£14.63	£28,226.00	£15.63	£30,151.00
	24	£15.12	£29,174.00	£16.12	£31,099.00
GRADE 8	25	£15.60	£30,095.00	£16.60	£32,020.00
	26	£16.06	£30,984.00	£17.06	£32,909.00
	27	£16.53	£31,895.00	£17.53	£33,820.00
	28	£17.00	£32,798.00	£18.00	£34,723.00
	29	£17.36	£33,486.00	£18.35	£35,411.00
GRADE 9	30	£17.82	£34,373.00	£18.81	£36,298.00
	31	£18.32	£35,336.00	£19.31	£37,261.00
	32	£18.85	£36,371.00	£19.85	£38,296.00
	33	£19.47	£37,568.00	£20.47	£39,493.00
	34	£19.98	£38,553.00	£20.98	£40,478.00
GRADE 10	35	£20.51	£39,571.00	£21.51	£41,496.00
	36	£21.03	£40,578.00	£22.03	£42,503.00
	37	£21.56	£41,591.00	£22.56	£43,516.00

	38	£22.09	£42,614.00	£23.09	£44,539.00
	39	£22.58	£43,570.00	£23.58	£45,495.00
GRADE 11	40	£23.13	£44,624.00	£24.13	£46,549.00
	41	£23.66	£45,648.00	£24.66	£47,573.00
	42	£24.19	£46,662.00	£25.18	£48,587.00
	43	£24.71	£47,665.00	£25.70	£49,590.00
	44	£25.24	£48,701.00	£26.24	£50,626.00
GRADE 12	45	£25.77	£49,724.00	£26.77	£51,649.00
	46	£26.31	£50,753.00	£27.30	£52,678.00
	47	£26.86	£51,813.00	£27.85	£53,738.00
	48	£27.42	£52,892.00	£28.41	£54,817.00
	49	£27.99	£53,994.00	£28.98	£55,919.00

- In line with the 2022/23 NJC Pay Award, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine with effect from 1st April 2023. As a result, SCP1, relating to Grade 1 employees, will be removed from our pay scales and impacted employees moved onto SCP3 in Grade 2 with effect from 1st April 2023.

CHIEF EXECUTIVE'S PAY SCALE								
£156,887 per annum (fixed point)								
DIRECTORS' PAY SCALES £109,182 to £123,681 per annum								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£109,182	£112,003	£112,611	£115,379	£118,147	£120,914	£123,681		
CHIEF OFFICERS £92,246 to £112,611 per annum								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9
£92,246	£95,069	£97,892	£100,713	£103,536	£106,358	£109,182	£112,003	£112,611
HEADS OF SERVICE BAND 1 £75,311 to £92,246 per annum								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£75,311	£78,134	£80,955	£83,778	£86,600	£89,425	£92,246		
HEADS OF SERVICE BAND 2 £64,021 to £80,955 per annum								
Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7		
£64,021	£66,843	£69,667	£72,488	£75,311	£78,134	£80,955		
HEADS OF SERVICE BAND 3 £58,377 to £69,667 per annum								
Point 1	Point 2	Point 3	Point 4	Point 5				
£58,377	£61,144	£64,021	£66,843	£69,667				

ANNEX C: Soulbury Award 2021

SCP	01.09.20	1.09.21
1	£36,419	£37,056
2	£37,723	£38,383
3	£38,955	£39,637
4	£40,203	£40,907
5	£41,443	£42,168
6	£42,684	£43,431
7	£43,988	£44,758
8	£45,243*	£46,035*
9	£46,705	£47,522
10	£48,009	£48,849
11	£49,295	£50,158
12	£50,541	£51,425
13	£51,951**	£52,860**
14	£53,209	£54,140
15	£54,598	£55,553
16	£55,854	£56,831
17	£57,114	£58,113
18	£58,350	£59,371
19	£59,625	£60,668
20	£60,283***	£61,338***
21	£61,549	£62,626
22	£62,653	£63,749
23	£63,867	£64,985
24	£64,956	£66,093
25	£66,121	£67,278
26	£67,257	£68,434
27	£68,419	£69,616
28	£69,597	£70,815
29	£70,777	£72,016
30	£71,956	£73,215
31	£73,124	£74,404
32	£74,311	£75,611
33	£75,498	£76,819
34	£76,714	£78,056
35	£77,927	£79,291
36	£79,174	£80,560
37	£80,402	£81,809
38	£81,642	£83,071
39	£82,866	£84,316
40	£84,089	£85,561
41	£85,318	£86,811
42	£86,546	£88,061
43	£87,773	£89,309
44	£89,006	£90,564

45	£90,236	£91,815
46	£91,468	£93,069
47	£92,705	£94,327
48	£93,930****	£95,574****
49	£95,160****	£96,825****

Notes to Educational Improvement Professionals above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

*normal minimum point for EIP undertaking the full range of duties at this level.

**normal minimum point for senior EIP undertaking the full range of duties at this level.

***normal minimum point for leading EIP undertaking the full range of duties at this level.

****extension to range to accommodate structured professional assessments.

Trainee Educational Psychologists SCP

01.09.20 01.09.21

1	£24,541	£24,970
	£26,337	£26,798
3	£28,131	£28,623
4	£29,929	£30,453
5	£31,724	£32,279
6	£33,520	£34,107

Assistant Educational Psychologists

SCP 01.09.20 01.09.21

1	£30,166	£30,694
2	£31,399	£31,948
3	£32,630	£33,201
4	£33,856	£34,448

Educational Psychologists - Scale A

SCP 01.09.20 01.09.21

1	£38,197	£38,865
2	£40,136	£40,838
3	£42,075	£42,811
4	£44,012	£44,782
5	£45,951	£46,755

Notes to Educational Psychologists - Scale A above

Salary scales to consist of six consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Extension to scale to accommodate structured professional assessment points.*

SCP	01.09.20	01.09.21
1	£47,889	£48,727
2	£49,714	£50,584
3	£51,538*	£52,440*
4	£53,247	£54,179
5	£54,959	£55,921
6	£56,554	£57,544
7	£57,209	£58,210
8	£58,433	£59,456
9	£59,646	£60,690
10	£60,880	£61,945
11	£62,090	£63,177
12	£63,323	£64,431
13	£64,577	£65,707
14	£65,790**	£66,941**
15	£67,061**	£68,235**
16	£68,318**	£69,514**
17	£69,585**	£70,803**
18	£70,850**	£72,090**

Notes to Senior and Principal Educational Psychologists above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.*

***Extension to range to accommodate discretionary scale points and structured professional assessments.*