

Conwy County Borough Council: Pay Accountability in Local Government

Pay Policy Statement 2017/18

1) Pay Policy Statement

This is the 2017/18 Annual Pay Policy Statement for the period 1st April 2017 to 31st March 2018. It was approved by the Council on 17th February 2017 (insert hyperlink to Council minute.)

The next full review will take place in February 2018. However, as a consequence of slippage in the UK Government's legislative programme the necessary regulations to implement exit payment recovery (in certain circumstances) and establish a cap on the overall value of public sector exit payments to £95,000 have not been laid before Parliament. In addition, whilst Welsh Government Ministers must take some account of the UK Regulations and Guidance they have the power to make their own regulations on the matter. This was flagged as an issue in Paragraph 4.1 c of the Head of Corporate HR's report to Council of 28th January 2016. As the matters have not been resolved ahead of the time table to approve the Pay Policy Statement for 2017/18 it will be necessary to present an additional report to the Council later in the year.

2) Personal Statement from Leader of the Council and Portfolio Holder Communications

Conwy has a very experienced team of senior officers who work closely and effectively with elected members. The delivery of quality services for our citizens and visitors is dependent on the dedication and contribution of all members of staff irrespective of seniority. That said, the Council recognises the public interest in local government pay, particularly in respect of senior officers, and the importance of transparency and accountability set against the current strategic priorities of the organisation, demonstrating value for money and the key role senior leadership plays in service delivery.

3) Legislative Framework

The Localism Act 2011 requires 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 Authority, explaining their Policy on the relationship between remuneration for Chief Officers and other groups. School teaching staff are excluded as the remuneration for this group is set by the Secretary of State and therefore not in Local Authority control).

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the

- a) Equality Act 2010
- b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
- c) Agency Workers Regulations 2010 and where relevant, the
- d) Transfer of Undertakings (Protection of Earnings) Regulations
- e) Local Government (Democracy) (Wales) Act 2013.

3.1 With regard to the Equal Pay requirements contained within the Equality Act, the Council completed its Modernising Employment and Equal Pay Project in 2010. The objective of the Project was to achieve consistency in terms and conditions of employment of all staff groups employed on NJC terms and conditions of employment. The joint project carried out a review of pay grades for all NJC conditioned jobs in accordance with the requirements of the National Conditions of Service. A new pay and grade structure and harmonised conditions of service were successfully introduced.

3.2 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 Authority thinks fit'.

3.3 This Pay Policy Statement sets out the Council's approach in accordance with the requirements of s38 to 43 of the Localism Act 2011 which requires Welsh and English Local Authorities to produce a Pay Policy Statement each financial year, which must be published on the Council's website by 31st March, detailing:

- a) The Authority's Policies towards all aspects and elements of the remuneration of Chief Officers.
- b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers.
- c) The approach to the payment of Chief Officers on their ceasing to hold office under or be employed by the authority.
- d) The Authority's Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
- e) The relationship between the remuneration of its Chief Officers and other employees.

4) Decision Making, Transparency and Accountability

4.1 The Council is committed to an open and transparent approach to pay policy which will enable councillors, members of staff, trade unions and Council tax payers to access, understand and assess information on remuneration levels of Council employees. To this end the following are provided as Appendices to this policy or their location for provision on request identified:-

- i) Conwy County Borough Council Local Employee Pay Scales 2017/18 (Appendix B)
- ii) Chief Executive, Strategic Director & Chief Officer Pay Scales (Appendix C).
- iii) Soulbury Conditioned Staff Pay Scales (Appendix D)

- iv) JNC Chief Officer Terms and Conditions (available from Corporate Human Resources).
- v) JNC Chief Officer Employment Procedures (Council Constitution; available from Corporate Human Resources).
- vi) The Local Government (Early Termination of Employment) (Discretionary Compensation)(England and Wales) Regulations 2006: Council's Discretionary Policy 27th January 2011 (Corporate Human Resources).
- vii) Welsh Government's "Revised Guidance Relating to Pay Policy Statements/Pay Accountability in Local Government in Wales" (December 2015).
- viii) Public Services Staff Commission: Transparency of Pay in the Devolved Public Sector: December 2016 (available from Corporate HR)
- ix) Local Government Association May 2016: Future Review of National Pay Spine (available from Corporate HR)
- x) Staff Information 31/3/16 (Appendix E)
- xi) Summary of Policy Recommendations/Decisions: Council 17th February 2017 (Appendix F).

- 4.2 The Appendices referred to above show the salaries of the larger majority of the non-teaching workforce together with the use of other nationally defined rates where relevant. To begin the process of addressing the requirements of the UK Government's National Living Wage legislation the 2016 to 2018 pay award loaded the size of the increases in the national pay spine favour of the lower paid. The Council faces a huge challenge in the current and coming years of having to increase the bottom pay point from the 2015/16 rate of £7.07 per hour by potentially 32% to achieve the UK Government's target for the National Living Wage to reach 60% of median earnings (currently forecast to be circa £9.35 per hour) in 2020. The SCP 6 hourly rate is currently £7.52 per hour and will rise to £7.78 per hour on 1st April 2017.
- 4.3 All other pay related allowances are the subject of either locally or nationally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.
- 4.4 New appointments will normally be made at the minimum of the relevant grade, although this can be varied following consultation and agreement with Corporate HR where necessary to secure the best candidate. Further information can be found in the Council's Recruitment and Selection Policy.
- 4.5 Job evaluation enables 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.
- 4.6 As part of the Modernising Employment and Equal Pay Project a Market Supplements Policy was devised to address this issue. The Market Supplements Policy ensures that the requirement for such payments is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and

outside the local government sector. 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. There were no **known** new market supplements applied during 2016/17.

- 4.7 There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's Honoraria Policy.

5) Principles Underpinning the Council's Pay and Grading Structure

- 5.1 A pay and grading structure that was modern and equality proofed.
- 5.2 To harmonise grade arrangements to ensure all NJC conditioned staff were paid on an incremental scale. Prior to the introduction of the Council's new structure lower paid workers were paid on single "spot" salaries.
- 5.3 To weight our investment in the pay and grading structure towards the lower paid and the lowest grades in the structure, our new scales commenced at scale point 6 with points 4 and 5 removed. In addition a further 6 scale points were removed from Scale 1 to scale 6.
- 5.4 Anti-social hours payments were harmonised as an equality measure to ensure that all NJC conditioned staff were entitled to such payments when working qualifying hours. Prior to the introduction of the new arrangements the receipt of such payments depended on which of the Council's services an employee worked in. As well as being inconsistent this represented a risk to the Council in respect of Equal Pay legislation.
- 5.5 The Council expects high levels of performance from all employees and has an Annual Performance Appraisal Scheme in place to monitor, evaluate and manage performance on an ongoing basis. The Council does not have Performance Related Pay at any level
- 5.6 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the Authority can perform at its best and deliver quality services for the Council's customers. The biggest challenge for the Council in the current circumstances is to maximise productivity and efficiency within diminishing resources. Pay Policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the Authority's very wide range of posts, and ensuring that the burden on the Council's budget and the Council taxpayers does not become greater than can be fully and objectively justified.
- 5.7 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 (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.

- 5.8 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 residents of the 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.
- 5.9 The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff, elected members and volunteers to share this commitment. Recruitment to all jobs in the Council will be on merit, and selection criteria used will be relevant to the job and promote equality of opportunity. The principles of fair recruitment and selection apply equally to all posts including promotions, secondments, temporary, fixed-term and casual contracts. The Equality Act 2010 brought together and replaced all previous anti-discrimination laws with a single Act. The Act provides protection to people who have “protected characteristics”. These are race, sex, disability, age, gender reassignment, religion or belief, marriage and civil partnership, and pregnancy and maternity. The Act brought into force a new single public sector General Duty. In Wales, to reinforce the General Duty, the Welsh Minister created the Statutory Duties (Wales) Regulations 2011.
- 5.10 The Council’s Strategic Equality Plan 2016-2020 was approved by the Cabinet on 23rd February 2016 and has been published on our Internet pages <http://www.conwy.gov.uk/section.asp?cat=1694&Language=1>. The Plan sets out how we will continue to improve equality outcomes for the people of Conwy and our employees.
- 5.11 The Public Services Staff Commission recommends that the gender make up of “the senior team” is published in the Local Pay Policy. The position on 17th February 2017 was as follows
- a) Chief Executive and Strategic Directors: 4 officers: 50% female: 50% male.
 - b) Senior Leadership Team: 7 officers 43% female: 57% male.
 - c) Senior Management Team: 18 officers (not all are Chief Officers): 55% female: 45% male.

6) Senior Pay Remuneration: Chief Executive & Chief Officer Job Evaluation.

6.1 Chief Executive and Chief Officer Job Evaluation

- 6.1.1 “Reward must be commensurate with responsibility and role. Effective job evaluation is the first step towards this.” (Transparency of Senior Remuneration

in the Devolved Welsh Public Sector: Minister for Public Services 7th December 2015). Head of Service level posts were last job evaluated as a group in 2003, the post of Chief Executive in 2007, and Directors in 2009 using the GLEA Job Evaluation Scheme for Chief Officers in Local Government (1993). The exercises were undertaken by representatives of the HAY Group and Local Government Employers and a Job Evaluation Consultant respectively. The Council's Constitution describes the arrangements for appointing to the aforementioned categories of senior staff, the remuneration attached to the posts and severance arrangements (Officer Employment Rules and Responsibility for Functions). The Council and the Senior Employment Committee are the bodies that are responsible for "senior pay" matters. The SEC is charged with making recommendations to the Council and any decision to determine or vary the remuneration of chief officers must be made by the Council.

6.1.2 The Council of 29th September 2015 resolved that the Senior Employment Committee be convened to explore the options for undertaking a review of the pay and grading of Heads of Service, Strategic Directors and Chief Executive. There was a delay in this work being progressed following the departure of a Strategic Director in 2016. The Chief Executive is now providing the necessary support for SEC assisted by the HR Services Manager.

6.2 Role of the Chief Executive

The Chief Executive is the senior officer who leads and takes responsibility for the implementation of the organisation's priorities. The Council has a turnover of £350M (£50M capital and £300M revenue) and is responsible for a wide range of services employing some 5,184 staff.

As head of the paid service the Chief Executive works closely with elected members and senior officers to deliver the Council's strategic objectives as set out in its Corporate Priorities Plan ([insert hyperlink to current Corporate Plan](#)). The Chief Executive provides leadership, direction and motivation for staff and is responsible for ensuring the effective use of resources.

The role includes meeting and liaising with numerous external stakeholders in order to foster good partner relationships and to work collaboratively. The Chief Executive has personal responsibility in respect of a number of statutory obligations.

The role of the Chief Executive is a full time/permanent appointment. Post holders are selected on merit, against objective criteria and are appointed by the Council.

The Chief Executive routinely works evenings and weekends as well as the standard Monday to Friday business week.

6.3 Chief Executive's Background

The Council's Chief Executive, Iwan Davies, has worked in local government since 1993. Prior to this he worked for a firm of solicitors in London before returning home to Conwy. He held a number of roles with the Council before being appointed Chief Executive in October 2011. He lives locally with his family.

6.4 Chief Executive Pay

Salary for the Chief Executive is set out in the pay band CEA Scale Points 1 to 5; the current range from 1st April 2017 to 31st March 2018 is £105,061– £116,735.

The Chief Executive may receive additional payments for the elections for where he is the Returning Officer. The Returning Officer is an officer of the Council who is appointed under the Representation of the People Act 1983. Although appointed by the Council the role of the Returning Officer is one of a personal nature and distinct and separate from their duties as an employee of the Council. The Returning Officer is the person who has the overall responsibility for the conduct of elections. Election fees are paid for these additional duties and they are paid separately to salary. The fees for national elections are set by Central Government. Fees for local elections are set locally and amount to £170 per contested electoral division/ward and £55 per uncontested electoral division/ward. Other officers, including chief officers within the scope of this policy, may receive additional payment for specific election duties in line with the agreed scale of fees.

Details of the Chief Executive's pay, including any additional payments are published in the Council's Annual Finance and Governance Report (Statement of Accounts) which is published separately. The most recent version can be accessed here http://www.conwy.gov.uk/upload/public/attachments/678/2015_16_statement_of_accounts1.pdf.

Expenses such as for train, car mileage, overnight accommodation and parking are claimed back in accordance with the organisation's travel and subsistence policy. Where benefits-in-kind or other expenses are taken up these are disclosed within the Annual Finance and Governance Report (Statement of Accounts).

The Chief Executive is a member of the Local Government pension scheme and details are disclosed in the Annual Finance and Governance Report (Statement of Accounts). There have been no increases or enhancements to the pension outside of standard arrangements.

The notice period for the role is not less than 3 months.

6.5 Senior Staff

6.5.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 (2) of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below: (details of the salary of each are included in Appendix C):

- a) Chief Executive/Head of Paid Service
- b) Strategic Directors/Section 151 Officer
- c) Heads of Service/Monitoring Officer
- d) Head of Democratic Services
- e) Direct reports to the above excluding administrative and secretarial staff.

- 6.5.2 No bonus or performance related pay mechanism is applicable to the pay of any of the above categories of Chief Officer.
- 6.5.3 In 2016 the separate JNCs for Chief Officers and Chief Executives finalised a two year pay agreement for 2016-18. Officers within the purview of the respective JNC's were afforded a national cost of living pay uplift of 1% for the period 1st April 2016 to 31st March 2017 and 1% for the period 1st April 2017 to 31st March 2018.
- 6.5.4 The process for making changes to Chief Officer and Chief Executive salaries requires the proposals to be sent to the Independent Remuneration Panel (IRP) for Wales under S143A of the Local Government (Wales) Measure Act 2011.
- 6.5.5 The WLGA obtained the agreement of the IRP that such nationally negotiated pay increases can be submitted to the IRP for their view (under S.39 of the Local Government (Wales) Act 2015) on a collective basis by the WLGA (as the Employers Organisation in Wales) rather than Councils having to do so on an individual basis.
- 6.5.6 The WLGA wrote to IRP on March 17th 2016 and approval was received the same day for the Chief Officer pay rises with the Panel's representative stating, "I can confirm that there is no requirement for intervention in respect of this national award."
- 6.5.7 A similar referral for the Chief Executive's salary increase took place in June 2016 with the same response from the Panel's representative i.e. "I can confirm that there is no requirement for intervention in respect of this national award."
- 6.5.8 The Council has therefore satisfied its obligations under S143A of the Local Government (Wales) Measure Act 2011 in respect of having the necessary approvals in place to implement the aforementioned nationally negotiated pay awards for 16/17 and 17/18.
- 6.5.9 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 the 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.
- 6.5.10 Should the Council at any time decide that it does not wish to implement nationally negotiated JNC pay increases then Council would be able to resolve accordingly and alter its Pay Policy Statement. The legal implications of such a proposal would be clearly set out to the Council.

7) Pay Relativities within the Authority

- 7.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance

with the minimum spinal column point currently in use within the Council's grading structure. For the period 1st April 2015 to 31st March 2016, this is £13614 per annum. 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.

- 7.2 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.
- 7.3 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 was asked by Government to explore 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 Authority's workforce.
- 7.4 The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as £115,579 and £14,514; Ratio =1:7.96 and; between the lowest paid employee and average Chief Officer as Low paid to Chief Officers - £73,024 and £14,514; Ratio =1:5.03. This will be reviewed after the new national pay agreement is implemented from 1st April 2017.
- 7.5 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.

8) Exit Policy/Re-engagement/Re-employment/Payments on Termination

- 8.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to retirement, is set out within its Discretionary Compensation Policy as approved by the Council on 27th January 2011, and the 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 a maximum of 45 weeks' pay could be granted (Regulation 6) and, when discretionary compensation of up to 24 weeks could be granted for "interests of the efficiency of the service" terminations. Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply, as the Authority does not increase the total

membership of active members (Regulation 12) or award additional pension (Regulation 13).

- 8.2 The Council reduced its discretionary compensation provision when the revised Policy was approved on 27th January 2011 and reaffirmed its policy of paying redundancy based on an actual week's pay. The Discretionary Compensation Policy provisions have been re-affirmed by the Council in subsequent annual Local Pay Policy reports.
- 8.3 All proposals to award a discretionary compensation payment for redundancy or interests of the efficiency of the service, or a request to waive actuarial reduction of pension earliness costs to the employee, must be constructed as a business case on an appropriate standard template provided by Corporate HR. Where the business case relates to the Chief Executive, Strategic Director or a Head of Service and the sum does not exceed the threshold of £100k (Welsh Government Revised Guidance Relating to Pay Policy Statement 2014) the Senior Employment Committee (5 members of the SEC for this function) will consider the case and make a decision. If the threshold of £100k is exceeded the SEC will make a recommendation to the Council. In all other cases delegated authority to exercise discretionary powers under the policy is granted to the appropriate Strategic Director/Chief Executive, Section 151 Officer (Strategic Director Finance & Efficiencies), Head of Corporate HR and Head of Law and Governance in consultation with the Portfolio Holders for Finance and Resources and Communication.
- 8.4 Exit payments associated with loss of employment including redundancy are important to employers' ability to reform and react to new circumstances. The pressure on the Council's budget and the need to continue to make substantial financial savings in the years ahead will inevitably result in further departures of staff. The pool of staff prepared to "volunteer" for redundancy has been significantly diminished as a consequence of previous cuts with a greater prospect therefore of more compulsory redundancies. In this operating environment the use of the Council's discretionary compensation policy provisions may be necessary more often in order to deliver the level of savings needed. Exit payments provide important support for employees as they find new employment. Equally it is important that these payments are fair and offer value for money.
- 8.5 The detailed costs and numbers of exit packages are set out in the Council's Statement of Accounts 2015/16 http://www.conwy.gov.uk/upload/public/attachments/678/2015_16_statement_of_accounts1.pdf .
- 8.6 The Council must ensure that its employment policies and their application, do not result in direct or indirect discrimination contrary to law for people in any of the above "protected characteristics." To ensure that the Council does not discriminate, no applicant will be automatically debarred from consideration for employment or re-employment purely because they are in receipt of a public or private sector pension. To deny a person of pensionable age who may have

been made redundant and as a consequence accessed pension benefits the right to seek re-employment (because they are in receipt of a pension) may be either direct or indirect age discrimination because it is highly likely that the impact of the Policy would have a disproportionate impact on individuals of a particular age e.g. over 55 in local government. In addition as a greater proportion of “chief officers”, to whom the “Revised Guidance” specifically refers, are male there is also the risk of direct or indirect sex discrimination.

- 8.7 In addition to the terms of the Redundancy Payments (Continuity of Employment in Local Government) (Modification) Order (Amendment) 2010, the Council will not re-employ ex-employees who have been made redundant (or left in the “efficient exercise of the service”) until a period of time has elapsed that is equal in length to the number of weeks’ pay their compensation payment equates to, e.g. a redundant employee in receipt of 25 weeks redundancy pay would not be eligible for consideration for re-employment until 25 weeks after their termination date has passed. The same restriction will apply in respect of the placement of such ex-employees via Employment Agencies. Service Managers wishing to consider re-employing ex-employees must seek the approval of their respective Head of Service, Strategic Director and the Head of Corporate HR prior to the shortlisting stage of the recruitment process. For the avoidance of doubt there can be no re-employment before the relevant time period has elapsed. If there is a wish to re-employ the necessary approvals must be sought and obtained in advance. The need to seek approval is open ended not time limited.

This policy provision may need to be reviewed when the UK Government’s provision on exit payments and recovery provisions becomes law and there is clarity on the implications of any Welsh “public sector specific” regulations.

- 8.8 Settlement Agreements “can be a useful means of protecting public bodies from legal challenges relating to early departures” (Wales Audit Office: Managing Early Departures Across Welsh Public Bodies February 2015). They are legally binding contracts that end the employment relationship and waive an individual’s right to make a claim covered by the agreement to an employment tribunal or court. They usually provide for a severance payment. The Council does not routinely use Settlement Agreements. As a matter of policy the Council will not re-employ staff whose termination of employment is covered by a Settlement Agreement. The same restriction will apply in respect of the placement of such ex-employees via Employment Agencies. Delegated authority will be given to the Chief Executive, Strategic Directors and Head of Corporate HR to consider any requests to waive this policy provision on a case by case basis.
- 8.9 The Council will not employ ex-employees under a “contract for services” i.e. self-employed/consultancy, unless a business case can be made that there are particular skills and expertise needed for service provision and such skills and expertise cannot be readily and efficiently sourced through other means. The business case would need to be prepared by the appropriate Head of Service and agreed with the respective Portfolio Holder(s) and the Senior Leadership Team. Again for the avoidance of doubt there is no qualifying period or time

limit and no distinction is made between the reasons for departure and the policy provision. It is an absolute, if an individual leaves the Council's employment no matter on what basis and wishes to sell their services under a contract for services the aforementioned business case route must be followed in advance.

- 8.10 To the Head of CHR's knowledge during 2016 one ex-Chief Officer who retired early (some years ago) was re-engaged under a "contract for services" to perform a time limited specialist investigation of an employee relations matter that required particular expertise, knowledge and experience. The approval route was followed by the Strategic Director of Social Care and Education.
- 8.11 It should be noted that if a person is re-employed by the Council and they had previously retired and become entitled to an ill health pension at Tier1 or Tier 2, Gwynedd council as the administering authority will abate an individual's pension, where pension in payment and earnings from new employment with an employer within the Local Government Pension Scheme over a 12 month period, exceed earnings in retirement. Also, if a person retired under early/redundancy retirement and received compensatory added years (pre-2006 LGPS Regs) the added years part only could be affected by re-employment. Any such instance will be checked with Gwynedd Council as the administering authority.
- 8.12 The Council re-confirms the continuation of delegated authority to the Head of Corporate HR and the Head of Law & Governance (Monitoring Officer) to make and publish minor changes to the Pay Policy.