

# **Llandybie Community Council**

## **PAY POLICY**

1. Llandybie Community Council recognises the importance of managing pay fairly and consistently in a way that motivates staff to make a positive contribution to the work of the Council.
2. The main aim of the Community Council is to ensure that staff are rewarded fairly for the work that they do, that the council is able to attract and retain suitably skilled staff and that the approach to pay and reward is affordable and supports the provision of cost effective public services.
3. The approach aims to reflect fairness and equality of opportunity, the need to encourage and enable staff to perform to the best of their ability and the desire to operate a transparent pay and grading structure.
4. The Community Council will normally use nationally negotiated pay schemes informed by job evaluation or benchmarking processes to determine the pay of employees within the scheme's pay ranges.
5. It is recognised however that pay is not the only means of rewarding and supporting staff and will offer other benefits such as access to training and development and pension arrangements.

The policy was recommended by the Policy Committee on the 7th February, 2018 and approved by the full Council on 28th February, 2018. They will be reviewed in 12 months' time.

Chair: \_\_\_\_\_

Clerk: \_\_\_\_\_