

## **AGENDA ITEM 5 - PAY POLICY 2020 - 2020**

### **REFERENCE BACK**

PROPOSED BY: COUNCILLOR JOEL WILLIAMS

SECONDED BY: COUNCILLOR ADRIAN ROBSON

The Council wishes to put on record its continued thanks and appreciation to its workforce for all they continue to do to provide high quality services to the individuals, communities and businesses of Cardiff. The Council has faced significant and sustained challenges since the start of the COVID-19 pandemic and Officers have acted swiftly to respond. Their commitment to the furtherance of our City is sincerely acknowledged and valued.

Of the 70,000 jobs in and around the City Centre many are currently furloughed and there is great anxiety that redundancies will occur in the months ahead. Council Tax payers continue to face ongoing challenges with many anxious about their employment. The Council has faced a significant reduction in income and there is no guarantee that Welsh Government will provide the financial support to make up the lost income. The Council itself cannot rule out that redundancies won't take place. It is our hope that fellow Councillors, Trade Unions and Council Officers agree the following amendment best protects jobs and safeguards livelihoods during these uncertain times.

This Council references the pay policy back to the Cabinet to propose the following;

1. The proposed pay increase for Chief Officers and Deputy Chief Officers for the forthcoming year be frozen.
2. The monies which have been allocated in the budget to fund this increase should be ring-fenced to protect and safeguard Council jobs at risk of redundancy, thereby helping protecting the livelihoods of our workforce.
3. Should the Council rule out any redundancies to the workforce in the coming months, the original pay increase should be brought back to Full Council for approval.