

THE VALE OF GLAMORGAN COUNCIL

REQUEST FOR THE USE OF EMERGENCY POWERS – CORONAVIRUS PANDEMIC

SUBJECT: PAY AWARDS (TEMPORARY BASIS) FOR KEY FRONT LINE STAFF DELIVERING ESSENTIAL SERVICES

This is to award a 10% pay increase to all front line essential services staff within a defined group delivering key and essential services. This is made given the difficult and challenging circumstances in which staff are operating in light of the Covid19/coronavirus. The staff that will benefit are in the following groups:

- Residential Care Home Employees
- Waste and Recycling teams
- Care Attendants and Assistants
- Reablement Support Workers
- Cleaners
- Hostel wardens.

The work of staff within these areas is an important and invaluable asset to the Council all year round as they ensure the Council can deliver the most essential front-line services. During this unprecedented time, the support and continued dedication of this group of staff is crucial to the ongoing operation of the Council in ensuring that essential and key front-line services are delivered to those who are most vulnerable in our communities.

These proposals are consistent with the Council's wellbeing objectives 'to work with and for our communities' and 'to support people at home and in their community'. The proposal is intended to recognise those employees who are working in extremely difficult circumstances within our communities to achieve these objectives.

1. **Originating / Department / Service –**

RESOURCES

2. **Reason for Seeking Emergency Powers –**

PLEASE SPECIFY BELOW and attach appropriate Committee report / minute / memo * (* delete as appropriate)

The CMT Gold meeting have discussed this issue during April and a paper was initially considered on April 13th and again on Monday 20th April. A final decision was taken at the CMT GOLD meeting on April 22nd and subsequently discussed at a virtual meeting of Business Cabinet on 22nd April. The proposal will see the affected staff paid a 10% uplift from March 16th to end of August (a temporary period). At the end of August, the subject will be

reviewed and will either cease or be continued for a further temporary period if the challenges imposed by Covid-19 continue.

Full details are contained in the attached policy paper and the costs of implementation are as follows, by service area:

Directorate	Cost £	Assumptions
Neighbourhood Services	239,000	Waste and recycling, building cleaning
Housing	20,000	Hostel
Social Care	305,000	Residential services, Dom care
Total	564,000	

3. Policy Framework and Budget –

PLEASE INDICATE as appropriate that the matter that you are seeking the use of Emergency Powers for is a Cabinet or Council function.

Cabinet

Council

4. Relevant Scrutiny Committee –

Corporate Performance and Resources

IMPORTANT

The following sections **must** be completed **prior** to the request being submitted to the Democratic and Scrutiny Services Section for processing.

I confirm (delete as appropriate)

(a) ~~That there are no financial implications and the relevant Cabinet Member, Leader and / or the Deputy Leader has been consulted and is in agreement with the use of Emergency Powers; **or**~~

(b) That, in view of the financial commitments, the Head of Financial Services, the appropriate Chief Officer, the relevant Cabinet Member, Leader and / or Deputy Leader have been consulted and are in agreement with the use of the Emergency Powers and that

~~(c) For matters relating to the Planning Committee the Chairman of the Planning Committee has also been consulted and is in agreement with the use of Emergency Powers;~~

~~(d) For matters relating to the Licensing Committee the Chairman of the Licensing Committee has also been consulted and is in agreement with the use of Emergency Powers.~~

~~(e) For matters relating to the Welsh Church Act Estate Committee the Chairman of the Welsh Church Act Estate Committee has also been consulted and is in agreement with the use of Emergency Powers.~~

(f) For matters relating to policy the relevant Scrutiny Committee Chairman has been consulted and is in agreement with the use of Emergency Powers.

Signed: D R Thomas..... **Date:**22 April 2020...
(Instructing Chief Officer)

Please print name: ...D R Thomas.....

I hereby approve under my Emergency Powers the attached recommendation(s) on behalf of the Cabinet / Council (please delete as appropriate).

Signed: D R Thomas .. **Date:** 28 April 2020.....
Managing Director

NB Should the relevant portfolio Cabinet Member be unable to be consulted only the Leader and / or Deputy Leader be consulted in their absence.

N.B. Cabinet: 23rd March, 2020 Minute No. 295