

Revised Pay Policy Statement

Report of Chair of Employment Committee

Date: 17th July 2018

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Key Decision **NO**

Local Ward **None**

Members



Council

1. Executive Summary

- 1.1 The Council is required under Section 38 of the Localism Act 2011 to prepare and publish a Pay Policy Statement for 2018/19.
- 1.2 To approve adoption and publication of the updated Pay Policy Statement as recommended by the Employment Committee of 3rd July 2018.

2. Recommendations

- 2.1 It is recommended that Full Council approves the 2018/19 Pay Policy Statement as set out in **APPENDIX A** for approval.

3. Background

- 3.1 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 authority thinks fit”.
- 3.2 The Pay Policy Statement (attached at **APPENDIX A**) sets out the Council’s approach to pay policy in respect of such officers in accordance with the requirements of Section 38 of the Localism Act 2011. The purpose of the statement is to provide transparency with regard to the Council’s approach to setting the pay of its employees by identifying;
 - the methods by which salaries of all employees are determined;
 - the detail and level of remuneration of its senior managers i.e. ‘chief officers’, as defined by the relevant legislation;
 - the relationship between the remuneration of its chief officers, those who are not chief officers and the lowest paid;
 - the most recent gender pay gap figures available.
- 3.3 The Council’s pay structure is largely based on the Council’s Single Status Agreement and on the National Joint Council for Local Government Services job evaluation scheme which has the support of both trade unions and employees. Any changes to jobs or new jobs go through a job evaluation process to ensure that there is consistency and fairness in place. The salaries are set according to the national pay grading scale (pay grades attached at **APPENDIX A within the Pay Policy Statement**). The senior management structure is at **APPENDIX B within the Pay Policy Statement**
- 3.4 The detailed information regarding pay and conditions is set out in the statement attached at **APPENDIX A**. This will be updated annually in accordance with the legislative requirements.

Alternative Options	None
Consultation	Employee Representatives have been consulted with regard to this report requirement.
Financial Implications	This report sets out the existing financial obligations regarding pay policy.
Contribution to the Delivery of the Strategic Plan	Employment of officers is necessary to ensure the delivery of the Strategic Plan
Equality, Diversity and Human Rights Implications	There are no implications for anyone with protected characteristics as this policy applies to all employees equally.
Crime & Safety Issues	There are no implications.

	Risk Description	How We Manage It	Severity of Risk (RYG)
A	Non - compliance with legislation or challenges on equal pay	Through the publication of an annual pay policy statement and maintaining a consistent approach to conducting Job Evaluation.	Green
Background documents			