

## **Report to Council**

26 June 2019

the Head of Human Resources and Organisational  
Development

### **KEY DECISION**



Not exempt

## **Pay Policy Statement – 2019/20**

### **Executive Summary**

The Localism Act 2011 set out a provision that requires local authorities to prepare and publish an Annual Pay Policy.

### **Recommendations**

The Council is recommended:

- i) To approve the Pay Policy 2019/20 for publication.

### **Reasons for Recommendations**

- a) To comply with the requirements of the Localism Act 2011 to approve a published pay policy annually.

**Contact:** Robert Laban, Head of Human Resources and Organisational Development

## **Background Information**

### **1 Introduction**

- 1.1 The Localism Act 2011 set out a provision in section 40 that requires local authorities to prepare and publish an Annual Pay Policy. The Pay Policy Statement refers to all employees.

#### **Background/Actions taken to date**

- 1.2 The Pay Policy Statement has been updated in order to comply with the requirements of the Act and to incorporate changes to pay points as a result of the nationally agreed pay settlement and increases in the Living Wage (Foundation), the National Living Wage and the various bands of the National Minimum Wage (applicable to casual employees below the age of 25 in some grades only).

### **2 Statutory and Policy Background**

#### **Statutory background**

- 2.1 The Localism Act 2011 provisions in relation to “Pay Accountability” sets out the requirements for Councils to determine and publish annual pay policy statements.

#### **Relevant Council policy**

- 2.2 The Council Policy on Senior Pay follows the Joint Negotiating Committee for Chief Executives and the Joint Negotiating Committee for Chief Officers. The Council Policy in relation to other members of staff follows the National Joint Council for Local Government Services.

### **3 Details**

- 3.1 The Pay Policy Statement must be approved annually by Council and be published on its website.
- 3.2 The Pay Policy Statement must set out the Council’s policies relating to:
- Chief Officer remuneration
  - Remuneration of its lowest paid employees
  - The relationship between Chief Executive Officer remuneration and that of other staff.

### **4 Next Steps**

- 4.1 Once approved, the Pay Policy Statement for 2019/20 will be published on the Council’s website.

### **5 Financial Consequences**

- 5.1 The Council’s Pay Policy Statement draws together existing local policies relating to pay and reward. The financial implications of these policies were taken into account at the time they were established. There are no further financial implications arising.

## Appendix 1

### Consequences of the Proposed Action

What are the risks associated with the proposal?  Risk Assessment attached Yes/No	There are no risks identified.
How will the proposal help to reduce Crime and Disorder?	There are no crime and disorder implications.
How will the proposal help to promote Human Rights?	Where there are recommendations regarding disclosure of personal data, these are in accordance with relevant legislation specifically to The Human Rights Act and Data Protection Act 2018.
What is the impact of the proposal on Equality and Diversity?  Equalities Impact Assessment attached Yes/No/Not relevant	The Council Policy for all staff groups follows the respective national Joint Negotiating Committees or is determined at local level through collective bargaining and agreement. Relevant Impact Assessments are being made as part of changes to pay and grading in the context of those reviews.
How will the proposal help to promote Sustainability?	There are no sustainability implications.