

Report to the Council

Committee: Cabinet

Date: 21 February 2019

Subject: Pay Policy Statement

Portfolio Holder: Councillor G Mohindra (Business Support Services)

Recommending:

The Cabinet recommends the Pay Policy Statement to Council.

1. Section 38 (1) of the Localism Act 2011 requires the Council to produce a Pay Policy Statement for each financial year setting out details of its remuneration policy. Specifically it should include the Council's approach to its highest and lowest paid employees.
2. It draws on the Review of Fair Pay in the Public Sector (Will Hutton 2011) and concerns over low pay.
3. The Council's Pay Policy Statement was first published on the Council's website in March 2012. This is updated on an annual basis.
4. The matters which must be included in the statutory Pay Policy Statement are as follows;
 - The Council's policy on the level and elements of remuneration for each chief officer
 - The Council's policy on the remuneration of its lowest paid employee (together with its definition of 'lowest paid employees' and its reasons for adopting that definition)
 - The Council's policy on the relationship between the remuneration of its chief officers and other officers
 - The Council's policy on specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency.
5. The Act defines remuneration in broad terms and guidance suggests that it is to include not just pay but also charges, fees, allowances, benefits in kind, increases in/enhancements of pension entitlements and termination payments.
6. The Council's Pay Policy Statement for 2019/20 has been amended to reflect the Returning Officer fees paid in 2018/19.
7. The draft Pay Policy Statement for 2019/2020 sets out the Council's current practices and policies and is attached at Appendix 1. The amendments are highlighted.

8. The Council's attention is drawn to various parts of the Statement which refers to the current consultation process which is as a result of the Pay, Grading and Terms & Conditions review which is a work stream within the People Strategy. Any changes will be subject to member agreement.

9. Changes to the various policies and guidelines will continue to be agreed in accordance with current practices.

Conclusion

10. We recommend as set out at the commencement of this report.