

Amendment to the Pay Policy Statement–2017/18

Council	13 July 2017
Report Author	Director of Corporate Governance and Monitoring Officer
Portfolio Holder	Cllr Derek Crow-Brown – Corporate Governance Services
Status	For Decision
Classification:	Unrestricted
Ward:	All Wards

Executive Summary:

The amended Pay Policy Statement sets out the council's approach to pay 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.

The amendments reflect a change in the process for agreeing starting salaries for staff (other than chief officers and deputy chief officers) as well as some typographical changes. The Localism Act 2011 requires that amendments to the Pay Policy Statement must be approved by resolution of the Council and then published soon after.

This paper presents the amended Pay Policy Statement to cover the financial year 2017/18.

Recommendation(s):

Approve the amended Pay Policy Statement for 2017/18 as set out in Annex 1, after which it will be published.

CORPORATE IMPLICATIONS

Financial and Value for Money	Budget relating to staff pay is agreed through appropriate authority procedures and is within current budget.
Legal	Amendments to the Pay Policy Statement must be approved by resolution of the Council to ensure compliance with the Localism Act 2011.
Corporate	The Pay Policy Statement supports the council's objective of transparency, ensures compliance with statutory legislation and provides direction for members and officers making decisions on pay.
Equality Act 2010 & Public Sector Equality Duty	<p>Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to the aims of the Duty at the time the decision is taken. The aims of the Duty are: (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it, and (iii) foster good relations between people who share a protected characteristic and people who do not share it.</p> <p>Protected characteristics: age, gender, disability, race, sexual orientation, gender reassignment, religion or belief and pregnancy & maternity. Only aim (i) of the Duty applies to Marriage & civil partnership.</p>

	Please indicate which aim is relevant to the report.	
	Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act,	✓
	Advance equality of opportunity between people who share a protected characteristic and people who do not share it	✓
	Foster good relations between people who share a protected characteristic and people who do not share it.	✓
	In determining pay and remuneration for all of its employees, the council will comply with all relevant employment legislation. This includes the Equality Act 2010 and the Public Sector Equality Duty.	

CORPORATE PRIORITIES (tick those relevant)✓	
A clean and welcoming Environment	
Promoting inward investment and job creation	
Supporting neighbourhoods	

CORPORATE VALUES (tick those relevant)✓	
Delivering value for money	✓
Supporting the Workforce	✓
Promoting open communications	✓

1.0 Introduction and Background

- 1.1 Section 38 of the Localism Act 2011 requires the council to produce and publish a Pay Policy statement for each financial year.
- 1.2 The Pay Policy statement ensures transparency with regard to the council's approach to setting the pay of all its employees by identifying:
- the methods by which salaries of all employees are determined;
 - the detail and level of remuneration of its most senior staff i.e. 'chief officers', as defined by the relevant legislation;
 - the relationship between
 - the remuneration of its Chief Officers and
 - the remuneration of its employees who are not Chief Officers
- 1.3 The Pay Policy statement provides direction to members and officers making detailed decisions on pay, providing a clear statement of the principles underpinning decisions on the use of public funds.
- 1.4 The Pay Policy statement was approved by Council on the 22 March 2017, however there has since been a change in the process for determining the starting salary for staff (other than chief officers and deputy chief officers). Instead of the Corporate Management Team approving starting salaries, this role is now carried out by Directors (following the consideration of a business case). This change in procedure needs to be reflected in the pay policy statement. In addition, the opportunity has been taken to correct minor typographical errors in the statement.

2.0 The Current Situation

- 2.1 In accordance with the Localism Act 2011, the Council is required to prepare and approve a Pay Policy Statement before the end of 31 March immediately preceding the financial year to which it relates, in this case for 2017/18.

2.2 The councils Pay Policy statement 2017/18 must be approved by resolution of the Council before it comes into force. Further, the authority may by resolution amend its pay policy statement during the year.

2.3 The revised pay policy statement 2017/18 (with the changes highlighted) is attached at annex 1 and details the council's approach to setting the pay of its employees.

3.0 Next Steps

3.1 Once approved the amended Pay Policy Statement 2017/18 will be published on the council's website, outlining the council's approach to paying all staff.

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Reporting to:	Madeline Homer, Chief Executive

Annex List

Annex 1	Amended Pay Policy Statement 2017-18
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Background Papers

Title	Details of where to access copy
None	N/A

Corporate Consultation

Finance	Ramesh Prashar, Head of Financial Services
Legal	Tim Howes, Director of Corporate Governance & Monitoring Officer