

Pay Policy Statement 2018/19

Council - 12 April 2018

Report Author **Madeline Homer, Chief Executive**

Portfolio Holder **Cllr Savage - Corporate Governance and Coastal Development**

Status **For Decision**

Classification: **Unrestricted**

Ward: **All**

Executive Summary:

This 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. This paper presents the Pay Policy Statement to cover the financial year 2018/19.

The Localism Act 2011 requires that the Pay Policy Statement must be approved by resolution of the Council and then published soon after.

Recommendation(s):

Approve the Pay Policy Statement for 2018/19 as set out in Annex 1, after which it will be published.

CORPORATE IMPLICATIONS

Financial and Value for Money	The budget relating to staff pay is agreed through appropriate authority procedures and is within current budget
Legal	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	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. 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.

	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.

2.0 The Requirement

- 2.1 In accordance with the Localism Act 2011, the council is required to prepare and approve a Pay Policy Statement
- 2.2 The councils Pay Policy Statement 2018/19 must be approved by resolution of the Council before it comes into force.
- 2.3 During 2017/18 the main significant change to the Pay Policy Statement has been the removal of the 'pay for contributions' scheme after consultation with staff and Trades Unions and the introduction of an 'incremental scale for pay.
- 2.4 The pay policy statement 2018/19 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 Pay Policy Statement will be published on the council's website, outlining the council's approach to paying all staff.

Contact Officer:	Ffion Pepper EKHR
Reporting to:	Madeline Homer Chief Executive

Annex List

Annex 1	Thanet District Council Pay Policy Statement 2018/19
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Background Papers

Title	Details of where to access copy
Localism Act 2011	www.gov.uk

Corporate Consultation

Finance	Tim Willis, Deputy Chief Executive (S151 Officer)
Legal	Tim Howes, Director of Corporate Governance and Monitoring Officer

Ref:

Called in Yes/No

THE THANET DISTRICT COUNCIL

RECORD OF DECISION OF CABINET

Name of Cabinet Member:

Relevant Portfolio:

Date of Decision:

Subject:

Key Decision

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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 In Forward Plan

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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Brief summary of matter:

Decision made:

Reasons for decision:

Alternatives considered and why rejected:

Details of any conflict of interest declared by any executive Member who has been consulted and of any dispensation granted by the Standards Committee:

Author and date of officer report:

Background papers:

Statement if decision is an urgent one and therefore not subject to call-in:

Signature: *(Only needed if an individual Cabinet Member Decision)*