

## 2019/20 PAY POLICY STATEMENT

Council	<b>11 July 2019</b>
Report Author	<b>Director of Corporate Governance</b>
Portfolio Holder	<b>Corporate Governance and Coastal Development</b>
Status	<b>For Decision</b>
Classification:	<b>Unrestricted</b>

### **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 2019/20. 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 2019/20 as set out in Annex 1, after which it will be published.

### **CORPORATE IMPLICATIONS**

<b>Financial and Value for Money</b>	The budget relating to staff pay is agreed through appropriate authority procedures and is within current budget
<b>Legal</b>	The Pay Policy Statement must be approved by resolution of the Council to ensure compliance with the Localism Act 2011.
<b>Corporate</b>	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.
<b>Equality Act 2010 &amp; Public Sector Equality Duty</b>	<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, sex, disability, race, sexual orientation, gender reassignment, religion or belief and pregnancy &amp; maternity. Only aim (i) of the Duty applies to Marriage &amp; civil partnership.</p>

	Please indicate which aim is relevant to the report.
	Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, <input checked="" type="checkbox"/>
	Advance equality of opportunity between people who share a protected characteristic and people who do not share it <input checked="" type="checkbox"/>
	Foster good relations between people who share a protected characteristic and people who do not share it. <input checked="" type="checkbox"/>
	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 o the remuneration of its Chief Officers and o 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 Council's Pay Policy Statement 2019/20 must be approved by resolution of the Council before it comes into force.
- 2.3 The main changes to the Pay Policy Statement have been the removal of a number of posts that are no longer defined as 'chief officers' and clarification that pension contributions paid to the local Government Pension Scheme (rather than directly to the individual) are excluded from the calculation of the £100,000 limit on severance payments.
- 2.4 The pay policy statement 2019/20 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.

Contact Officer:	Tim Howes, Director of Corporate Governance
Reporting to:	Madeline Homer, Chief Executive

### **Annex List**

Annex 1	Pay Policy Statement
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### **Background Papers**

Title	Details of where to access copy
None	

### **Corporate Consultation**

Finance	Chris Blundell, Head of Financial Services
Legal	Tim Howes, Director of Corporate Governance