

FULL COUNCIL

22 FEBRUARY 2018

REPORT OF DIRECTOR FOR CORPORATE SERVICES

PAY POLICY STATEMENT

1.0 PURPOSE OF REPORT

- 1.1 To gain approval for the 2018/19 Annual Pay Policy Statement so that it can be published in line with the requirements of the Localism Act 2011.

2.0 RECOMMENDATIONS

- 2.1 **That the attached Pay Policy Statement for 2018/19 be approved.**

3.0 KEY ISSUES

- 3.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement each year.
- 3.2 The Pay Policy Statement must articulate the Council's approach to a range of issues relating to the pay of its workforce.
- 3.3 This is the seventh year that the Pay Policy Statement has been prepared. The policy reflects the recent national pay negotiations and the changes to the management structure as a result however there are no significant changes to the policy statement from the previous years.
- 3.4 The Pay Policy for 2017/18 made changes as a result of the new National Living Wage (NLW) Protection arrangements were put in place for two years for staff who were being paid the Living Wage Foundation rate and were moving to the (NLW). There is one year of protection remaining as part of this arrangement.
- 3.5 National Employers have proposed a two year pay award which includes a review of the current pay spine. To date this proposal has not been accepted by the unions and therefore is not reflected in the Pay Policy Statement 2018/19

4.0 POLICY AND CORPORATE IMPLICATIONS

- 4.1 There are no direct Policy and Corporate implications of approving the Pay Policy Statement for 2018/19.

5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS

- 5.1 There are no direct financial implications to this report. This details the current arrangements.
- 5.2 There are no direct HR implications to this report. This details the current arrangements.

6.0 LEGAL IMPLICATIONS/POWERS

- 6.1 There are no direct legal implications to this Pay Policy. It is a legal requirement for this

Pay Policy to be produced and reported to Council.

7.0 COMMUNITY SAFETY

7.1 There are no direct community safety implications to this report.

8.0 EQUALITIES

8.1 The equality issues of this Pay Policy have been considered as part of the individual policies and agreements that make up the statement where applicable.

9.0 RISKS

9.1 There are no direct risks to this Policy.

10.0 CLIMATE CHANGE

10.1 There are no climate change risks to this Policy.

11.0 CONSULTATION

11.1 Management Team and Joint Staff Working Group (including recognised Trade Union representatives) have been previously consulted on policies included in this statement.

12.0 WARDS AFFECTED

12.1 All

Contact Officer S O'Connor – HR & Communications Manager
Date: February 2018

Appendices : Pay Policy Statement

Background Papers:

Reference :