

Report to the Council

Committee: Cabinet

Date: 25 February 2020

Subject: Pay Policy Statement

Portfolio Holder: Councillor S Stavrou (Business Support Services)

Recommending:

The Pay Policy Statement is recommended 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.
7. The draft Pay Policy Statement for 2020/2021 sets out the Council's current practices and policies and is attached at Appendix 1.
9. Changes to the various policies and guidelines will continue to be agreed in accordance with current practices.