

GENERAL PURPOSES AND LICENSING COMMITTEE: 25 FEBRUARY 2019

PAY POLICY STATEMENT 2019/20

1. INTRODUCTION

- 1.1 The Localism Act 2011 requires the Council to prepare a pay policy statement for each financial year. The statement must be prepared and approved by the end of March each year. A recommended statement for 2019-20 is included at Appendix 1. The statement details the policies in place from 1 April 2019.
- 1.2 Once the Local Pay Award for 2019-20 is agreed the attached Appendix 1 will be updated.
- 1.3 The Pay Policy Statement previously referred to the 'Pay Panel' negotiating and discussing Pay, Terms and Conditions matters, it is proposed going forward these matters are formally discussed and consulted upon at the Employee Engagement Panel before recommendations are taken forward to General Purposes and Licensing Committee.

2. BACKGROUND

- 2.1 A pay policy statement must set out the authority's policies for the financial year relating to:
 - (a) The remuneration of its chief officers,
 - (b) The remuneration of its lowest-paid employees, and
 - (c) The relationship between –
 - (i) the remuneration of its chief officers, and
 - (ii) the remuneration of its employees who are not chief officers.
- 2.2 The statement must state –
 - (a) The definition of "lowest paid employees" adopted by the authority for the purposes of the statement, and
 - (b) The authority's reasons for adopting that definition

3. EMPLOYEE ENGAGEMENT PANEL COMMENTS

- 3.1 The Employee Engagement Panel will consider the matter on 14 February 2019.

Reference was made to part 28 of the Policy "28. *Pay awards are considered annually for staff. For all staff up to and including the Chief Executive the outcome of the national consultations by the Local Government Employers in negotiation with the Trades Unions is applied.*" and an Employee Side representative disputed the accuracy of the Statement as they did not feel that the nationally agreed pay award for 2019 had been 'applied' in this instance.

4. RECOMMENDATION

4.1 That it be a recommendation to the Council:

That the Pay Policy Statement 2019/20, as set out in Appendix 1 be approved.

For further information please contact:

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Background Papers
Pay Policy Statement
Council Feb 2019