

EXECUTIVE MANAGEMENT TEAM: 19 DECEMBER 2017
GENERAL PURPOSES AND LICENSING COMMITTEE: 12 JANUARY 2018
EMPLOYEE ENGAGEMENT PANEL: 15 FEBRUARY 2018

PAY POLICY STATEMENT

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 2018-19 is included at Appendix 1. The statement details the policies in place from 1 April 2018.
- 1.2 National Pay Award for 2018-19 is being negotiated nationally, once this has been 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 15 February 2018. The Panel's comments will be reported orally to the Council on 26 February 2018.

4. RECOMMENDATION

- 4.1 That it be recommended to the Council that the Pay Policy Statement 2018-19 as set out in Appendix 1 be approved.

For further information please contact:

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Background Papers
Pay Policy Statement
Council Feb 2017