



<b>Council</b>	<b>Thursday, 23 February 2017</b>	<b>Matter for Information and Decision</b>
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**Title:** Pay Policy Statement 2017/18

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## 1. Introduction

- 1.1. The Localism Act 2011 required every local authority to produce and publish a Pay Policy Statement for each financial year from 2012/13.
- 1.2. This report sets out the Council's draft Pay Policy Statement for the upcoming financial year 2017/18.

## 2. Recommendations

That Member's approve the Pay Policy Statement for 2017/18

## 3. Information

- 3.1. The Council is committed to transparency and fairness in its pay and remuneration of all its employees. The Localism Act requires the Council to produce an annual policy statement that covers a number of matters concerning the pay of the Councils staff; namely its Chief Officers and the Authority's lowest paid employees. This pay policy statement meets the requirements of the Localism Act 2011 and takes account of the guidance issued by Secretary for Communities and Local Government "Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act".
- 3.2. The Pay Policy statement is attached at **Appendix A**. The Council's current salary pay grades are also attached at **Appendix B**. The pay award for 2016 was for a 1% for both 2016 and 2017. In accordance with the Council's commitment to openness and transparency, its Senior Officer pay scales are available on the Council's website, identifying those Officers whose earnings exceed £58,200.
- 2.2. Once approved by the full Council, this policy statement will come into immediate effect, superseding the 2016/2017 Pay Policy Statement, and will be subject to review in accordance with the relevant legislation prevailing at that time, currently annually.
- 3.3. Section 77 of the Equality Act 2010 introduces limits to the enforceability of "secrecy clauses" that some employers use to restrict discussion about pay packages and differentials. This does not mean secrecy clauses are completely unlawful; instead it will make them unenforceable against employees who make a relevant pay disclosure.

### Background Documents:-

None.

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Implications	
<b>Financial (CR)</b>	CR1 Scarce Financial Resources: The implications of the pay policy are incorporated within revenue

	budgets.
<b>Legal (AC)</b>	Adherence to legislation and policies will prevent challenge to the Council
<b>Risk (KP)</b>	CR4 - Reputation Damage CR6 - Regulatory Governance CR8 - Organisational /Transformational Change
<b>Equalities (KP)</b>	Promotes transparency and should prohibit pay disparities.
	Equality Assessment:-
	<input type="checkbox"/> Initial Screening <input type="checkbox"/> Full Assessment <input checked="" type="checkbox"/> Not Applicable