Title: **Pay Policy Statement 2018/2019**

Author(s):   **Karen Pollard (Head of People & Performance)**

1. Introduction

The Localism Act 2011 requires every local authority to produce and publish a Pay Policy Statement for each financial year from 2012/13. This report sets out the Council's draft Pay Policy Statement for the coming financial year 2018/19.

2. Recommendation(s)

2.1. That Council approves the Pay Policy Statement for 2018/19 (as set out at Appendix A).

2.2. That Council approves the continued application of the Real Living Wage rate.

3. Information

3.1. The Council is committed to transparency and fairness in its pay and remuneration of all its employees. The Localism Act 2011 ("the 2011 Act") requires the Council to produce an annual policy statement that covers a number of matters concerning the pay of the Council's staff, namely its Chief Officers and the authority's lowest paid employees.

3.2. This Statement meets the requirements of the 2011 Act taking into account guidance issued by the Secretary of State for Housing, Communities and Local Government "Openness and accountability in local pay: Guidance under s40 of the Localism Act".

3.3. The Pay Policy Statement ("the Statement") for 2018/2019 is attached at **Appendix A**. The Council's current salary pay grades are attached at **Appendix B**. At the time of writing, the pay award for 2018/19 had not yet been agreed so all figures will be subject to the annual pay increase: therefore the 2017/18 pay scales are attached.

3.4. The Statement sets out those 9 employees who may be affected by the new rates for the Real Living Wage. The Council has budgeted for this annual increase, but due to this year's increase being higher than in previous years, the Council has allocated funding accordingly to apply the Real Living Wage.

3.5. 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. These will also be published at the end of July 2018 as part of the Council's final accounts.

3.6. If approved by Council, the Statement shall take immediate effect, superseding the 2017/18 Statement, and will be subject to review in accordance with the relevant legislation prevailing at that time (which is currently annually).

3.7. 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:

The Localism Act 2011
"Openness and accountability in local pay: guidance under section 40 of the Localism Act" Guidance (available at www.gov.uk/government/publications/openness-and-accountability-in-local-pay-guidance)

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Implications | Pay Policy Statement 2018/2019	
Finance **Chris Raymakers** (Head of Finance, Revenues and Benefits)	The financial implications of the Pay Policy Statement are incorporated within the Council's revenue budgets.
Legal **David Gill** (Head of Law & Governance / Monitoring Officer)	Adherence to pertaining legislation and polices as set out in the report will prevent challenge to the Council. The report is satisfactory.
Corporate Risk(s) (CR) **Karen Pollard** (Head of People & Performance)	☒ **Decreasing Financial Resources (CR1)** ☒ **Reputation Damage (CR4)** ☒ **Regulatory Governance (CR6)** ☒ **Organisational/Transformational Change (CR8)** ☒ **Other Corporate Risk(s)**
Corporate Priorities (CP) **Karen Pollard** (Head of People & Performance)	☒ **Not Applicable**
Vision & Values (V) **Karen Pollard** (Head of People & Performance)	☒ **Accountability (V1)**
Equalities & Equality Assessment(s) (EA)	There are no equalities implications arising from this report.
Karen Pollard (Head of People & Performance)	☒ **Not Applicable (EA)**