



Full Council	Thursday, 21 February 2019	Matter for Information and Decision
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Report Title:

Pay Policy Statement (2019/20)

Report Author(s):

Karen Pollard (Head of People & Performance)

Purpose of Report:	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 2019/20.
Report Summary:	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 its comparison to the authority's lowest paid employees.
Recommendation(s):	A. That Council approves the Pay Policy Statement for 2019/20 (as set out at Appendix 1); and B. That Council approves the continued commitment to paying the Real Living Wage.
Responsible Strategic Director, Head of Service and Officer Contact(s):	Anne Court (Chief Executive / Head of Paid Service) (0116) 257 2602 anne.court1@oadby-wigston.gov.uk Karen Pollard (Head of People & Performance) (0116) 257 2727 karen.pollard@oadby-wigston.gov.uk
Corporate Priorities:	Effective Service Provision Well Being for All
Vision and Values:	"A Strong Borough Together" (Vision) Accountability (V1) Respect (V2)
Report Implications:-	
Legal:	Adherence to pertaining legislation and policies as set out in the report will prevent challenge to the Council.
Financial:	The Council's staffing bill is budgeted for each year as part of the budget setting process
Corporate Risk Management:	Decreasing Financial Resources (CR1) Reputation Damage (CR4) Failure to apply the nationally agreed rates could affect the ability to recruit the best candidates.

Equalities and Equalities Assessment (EA):	The new pay spines have been subject to the trades unions' scrutiny, which includes a gender pay audit. EA not applicable.
Human Rights:	There are no implications arising from this report.
Health and Safety:	There are no implications arising from this report.
Statutory Officers' Comments:-	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
Consultees:	Trades Unions Local Government Association
Background Papers:	Equality Act 2010 The Localism Act 2011 "Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act" Guidance
Appendices:	1. Pay Policy Statement (2019/20) 2. Salary Pay Grades (2019/20)

1. Pay Policy Statement 2019/2020

- 1.1 The Pay Policy 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".
- 1.2 The Pay Policy Statement ("the Statement") for 2019/2020 is attached at **Appendix 1**.
- 1.3 The Council's current salary pay grades are attached at **Appendix 2**.
- 1.4 The Salary Pay Grades apply from the 1 April 2019. The Local Government Association has reviewed the bands from one to five to ensure that there is a minimum hourly rate in local government of £9.00 per hour. Whilst at this time, this rate is consistent with that of The Real Living Wage which the Council is committed to paying, this is due to increase in November 2019 and could result in a rate beyond £9.00 per hour.
- 1.5 The lowest hourly rate paid to Council employees this year is £9.32 per hour. This year, none of our employees will be affected by the Real Living Wage of £9.00 per hour.
- 1.6 In accordance with the Council's commitment to openness and transparency, its Senior Management Team pay is published on the Council's website, identifying those Officers whose earnings exceed £50,000. These will also be published at the end of July 2019 as part of the Council's final accounts.
- 1.7 If approved by Council, the Statement shall take immediate effect, superseding the 2018/19 Statement, and will be subject to review in accordance with the relevant legislation prevailing at that time (which is currently annually).

- 1.8 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.