

## **EMPLOYMENT COMMITTEE**

**4 FEBRUARY 2016**

### **PAY POLICY STATEMENT 2016/17**

## **REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

### **Purpose of Report**

1. The purpose of this report is to seek the approval of the Employment Committee to the Council's Pay Policy Statement for 2016/17, attached as Appendix A.

### **Background**

2. On 15 November 2011 the Localism Act received Royal Assent. Under Section 38 of the Act, local authorities in England and Wales are required to produce a Pay Policy Statement for each financial year, which must be approved by the Full County Council.
3. This statement must set out the Council's policies in relation to:
  - (a) The remuneration of its chief officers;
  - (b) The remuneration of its lowest-paid employees;and
  - (c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2016/17 on or before 1 April 2016.

### **Key Points**

6. The proposed Pay Policy Statement attached sets out:
  - The Council's approach to job evaluation and grading of posts;
  - Additional payments that employees are eligible to receive, such as night enhancement, overtime;
  - The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce, excluding schools but including Eastern Shires Purchasing Organisation (ESPO)) which is 7.84;
  - That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments.

### **Recommendations**

7. The Employment Committee is asked to approve the Pay Policy Statement 2016/17 prior to the Full Council approval at its meeting on 16 March 2016.

### **Background Papers**

None.

### **Circulation under Local Issue Alert Procedure**

None.

### **Officer to Contact**

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### **List of Appendices**

Appendix A – Pay Policy Statement 2016/17

### **Equality and Human Rights Implications**

8. The grading of all posts in the Council, except Centrally Employed Teachers, is determined using the nationally recognised Hay Job Evaluation Scheme. This is in order to ensure that all posts are graded and therefore rewarded financially through a fair and non-discriminatory process, that there is consistency in treatment between posts and that the Council complies with equal pay legislation.