

REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2016/17

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2016/17.

Background

2. Section 38 of the Localism Act 2011 requires local authorities in England and Wales to produce a Pay Policy Statement for each financial year, which must be approved by full 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 1st April 2016.

Key Points

6. The proposed Pay Policy Statement which is attached as Appendix A to this report sets out:-
 - a) The Council's approach to job evaluation and grading of posts;
 - b) Additional payments that employees are eligible to receive, such as night enhancement, overtime, etc.;
 - c) 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 the Eastern Shires Purchasing Organisation (ESPO)), is 7.84;
 - d) That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments.

Consideration by Employment Committee

7. The Employment Committee noted that the government had recently consulted on a proposed £95,000 severance cap and the potential pay back of severance to staff paid over £80,000 should they be re-employed in the public sector within 12 months. Should the government decide to legislate on these proposals an in-year change to the Pay Policy would be required.
8. The decision of the Employment Committee on 4th February, 2016 is set out in the motion which appears below.

(Motion to be moved:

That the County Council's Pay Policy Statement 2016/17, attached as Appendix A to the report of the Employment Committee, be approved).

4th February, 2016

Mr J B Rhodes
Chairman

Background Papers

Report of the Director of Corporate Resources to the meeting of the Employment Committee on 4th February, 2016 on Pay Policy Statement 2016/17.

[http://politics.leics.gov.uk/Published/C00000212/M00004524/AI00046761/\\$PayPolicyStatement201617.docA.ps.pdf](http://politics.leics.gov.uk/Published/C00000212/M00004524/AI00046761/$PayPolicyStatement201617.docA.ps.pdf)