

REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2017/18

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2017/18.

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 2017/18 on or before 1st April 2017.

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 ESPO), is 7.93;
 - 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 Policy was considered at the meeting of the Employment Committee on 2nd February 2017 whose decision appears in the motion which appears below.

(Motion to be moved:

That the County Council's Pay Policy Statement 2017/18, as referred to in the report of the Employment Committee, be approved.)

2nd February 2017

**Mr J B Rhodes
Chairman**

Background Papers

Report of the Director of Corporate Governance to the Employment Committee on 2nd February 2017