



EMPLOYMENT COMMITTEE - 13 SEPTEMBER 2018

PAY POLICY STATEMENT 2019/20

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 2019/20, attached as Appendix A.

Policy Framework and Previous Decisions

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 2019/20 on or before 1 April 2019.

Background

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 ESPO) which is 1:8.62;
 - That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
 - The Council's approach to the re-engagement of former employees.
7. The National Joint Council for Local Government Employees' pay award has also been agreed for 2019/20. Detailed options are currently being worked through but final proposals should be in place in time for the Full Council meeting on 5 December 2018.

Recommendations

8. The Employment Committee is asked to approve the Pay Policy Statement 2019/20 for submission to the meeting of the full County Council on 5 December 2018.

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 2019/20

Equality and Human Rights Implications

9. 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.