



EMPLOYMENT COMMITTEE – 26 September 2019

PAY POLICY STATEMENT 2020/21

**REPORT OF THE
DIRECTOR OF CORPORATE RESOURCES**

Purpose of the Report

1. The purpose of this report is to seek approval for the County Council's Pay Policy Statement for 2020/21 (attached at the Appendix) prior to forwarding to the County Council for approval in December 2019.

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 2020/21 on or before 1 April 2020.

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 and 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 1:9.70;
 - 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. From 1 April 2019, a revised pay structure was established, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2019/20 were met. Therefore, the current pay award for all employees up to and including Grade 17 covers the period from 1 April 2019 to 31 March 2020. A pay award covering the same period has also been agreed for employees on Joint Negotiating Committee (JNC) Terms and Conditions for Chief Officers and Chief Executives. No national pay awards beyond the end of March 2020 have yet been agreed.

Recommendations

8. The Committee is asked to approve the Council's Pay Policy Statement 2020/21 for submission to the County Council and recommend its approval by the Council on 4 December 2019.

Background Papers

9. None.

Circulation under the Local Issues Alert Procedure

10. None.

List of Appendices

Appendix – Pay Policy Statement 2020/21

Equality and Human Rights Implications/Other Impact Assessments

12. The grading of all posts in the Council, except Centrally Employed Teachers, is determined using the nationally recognised Hay Job Evaluation Scheme. This is 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.

Officer to Contact

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