

REPORT OF THE EMPLOYMENT COMMITTEE

PAY POLICY STATEMENT 2020/21

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2019/20.

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 2019/20 on or before 1st April 2019.

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 1:9.70;
 - d) That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
 - e) 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.

Consideration by Employment Committee

8. The decision of the Employment Committee appears in the motion below.

(Motion to be moved:

That the County Council's Pay Policy Statement 2020/21, attached as Appendix A to the report of the Employment Committee, be approved.)

26th September 2019

**Mr J B Rhodes
Chairman**

Background Papers

Reports of the Director of Corporate Governance to the Employment Committee on 26th September 2019

Appendix

Appendix A – Pay Policy Statement 2020/21