



EMPLOYMENT COMMITTEE – 17 SEPTEMBER 2020

PAY POLICY STATEMENT 2021/22

**REPORT OF THE
DIRECTOR OF CORPORATE RESOURCES**

Purpose of Report

1. The purpose of this report is to seek approval for the submission of the Council's Pay Policy Statement for 2021/22, attached at the Appendix, to the County Council for approval in December 2020.

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 2021/22 on or before 1 April 2021.
6. Due to the impact of the Coronavirus (COVID-19) pandemic, the National Joint Council (NJC) pay agreement for 2020/21 was not announced until 24 August 2020. For this reason, the 2019/20 pay structure remains in place at the time of writing.
7. The Employment Committee will be advised of the 2020/21 pay structure, incorporating the NJC pay award, before the meeting of the full Council in December 2020.

Background

8. The proposed Pay Policy Statement attached sets out:
 - i. The Council's approach to job evaluation and grading of posts;

- ii. Additional payments that employees are eligible to receive, such as night enhancement, overtime;
 - iii. 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 1:9.41;
 - iv. That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;
 - v. The Council's approach to the re-engagement of former employees.
9. The most recently revised pay structure took effect from 1 April 2019, which ensured that the provisions set out by the NJC pay award for 2019/20 were met. Due to the ongoing impact of the Covid-19 pandemic, the 2019/20 pay structure remains in place at the time of writing. Future revisions of the 2020/21 pay structure will incorporate retrospective payments once implemented.
10. 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 was also agreed for employees on Joint Negotiating Committee (JNC) terms and conditions for Chief Officers and Chief Executives. These conditions remain in place until further notice.
11. The 2020/21 pay structure, incorporating the JNC and NJC 2020/21 pay awards, will be circulated to Committee members prior to the meeting of the County Council in December 2020.

Recommendations

12. The Committee is asked to approve the Pay Policy Statement 2021/22 for submission to the County Council for approval at its meeting in December 2020.

Background Papers

None.

Circulation under Local Issues Alert

None.

Equality and Human Rights Implications

13. 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.

List of Appendices

Appendix – Pay Policy Statement 2021/22

Officer to Contact

Gordon McFarlane, Assistant Director - Corporate Services

Tel: 0116 305 6123

Email: gordon.mcfarlane@leics.gov.uk

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