

REPORT OF THE EMPLOYMENT COMMITTEE

PAY POLICY STATEMENT 2021/22

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2021/22.

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 2021/22 on or before 1st April 2021.

Key Points

6. The proposed Pay Policy Statement which is attached as the Appendix 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 1:9.41;
 - 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. Details of the 2020/21 pay and grading structure, incorporating the Joint Negotiating Committee (JNC) and the National Joint Council (NJC) pay awards for 2020/21 are set out in Appendix B to the Pay Policy Statement attached.

Consideration by the 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 2021/22, attached as Appendix A to the report of the Employment Committee, be approved.)

17th September 2020

**Mr J B Rhodes
Chairman**

Background Papers

Report of the Director of Corporate Resources to the Employment Committee on 17th September 2020

Appendix

Pay Policy Statement 2021/22