

**EMPLOYMENT COMMITTEE - 7 MARCH 2013**

**PAY POLICY STATEMENT 2013/14**

**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 2013/14.

**Background**

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 Full Council.
3. This statement must set out the Council's policies in relation to:
  - (i) The remuneration of its Chief Officers;
  - (ii) The remuneration of its lowest-paid employees; and
  - (iii) 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 2013/14 on or before 1 April 2013.

**Key Points**

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, etc.;
  - 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 10.94;
  - That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments.

7. In future, the Employment Committee will be given the opportunity to consider salary packages (over £100,000) before new posts are established and advertised.

### **Trade Union Consultation**

8. Due to the tight timescales for the production, approval and publication of the Pay Policy Statement for 2012/13, it was not possible to consult with the recognised Trade Unions regarding that statement. A copy was shared with the unions and an undertaking was given that the Pay Policy Statement for 2013/14 would be consulted on.
9. The Pay Policy Statement for 2013/14 was formally tabled for consultation, and agreed, at the Central Negotiating and Consultative Committee and the Teachers' Negotiating Committee.

### **Recommendations**

The Employment Committee is asked to:

- (a) Approve the Council's Pay Policy Statement 2013/14; and
- (b) Recommend the Pay Policy Statement to Full Council.

### **Background Papers**

10. None.

### **Circulation under the Local Issues Alert Procedures**

13. None.

### **Officer to Contact**

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### **Equal Opportunities Implications**

14. An equality impact assessment has been undertaken.