

## **WILTSHIRE COUNCIL**

### **STAFFING POLICY COMMITTEE**

**9 January 2018**

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## **Pay Policy Statement**

### **Purpose of Report**

1. The purpose of this report is to present an updated pay policy statement for the financial year 2019/2020 for approval by Staffing Policy Committee prior to agreement by Council and publication on the website.

### **Background**

2. Under chapter 8 of the Localism Act 2011 every local authority must prepare a pay policy statement for the financial year 2012/13 and each subsequent financial year.
3. Wiltshire Council originally published its pay policy statement in February 2012 and the updated policy is now required to be published on the website by 1<sup>st</sup> April 2019.

### **Main Considerations for the Council**

4. The policy has been updated to include:
  - A revised introduction providing an update on the council's progress with apprenticeships, as well as an overview of the new pay and grading model which has been subject to a collective agreement with the recognised trade unions and which will be implemented on 1 April 2019.
  - An amendment to cap annual pay awards for HAY graded staff in line with the NJC pay award unless market pay data identifies a significant drift or where difficulties are identified with recruitment and retention of staff at this level. This is in line with our market supplements policy.
  - A change to the redeployment procedure to include in exceptional circumstances, where there is a national shortage of skills and experience in a particular role, employees may be redeployed to a role more than one grade lower than their current role. This would be authorised by the Director HR&OD.
  - An updated total number of council employees and the latest pay ratios.

### **Consultation**

5. The pay policy will require full council approval prior to publication.

### **Environmental Impact of the Proposal**

6. None

### **Equalities Impact of the Proposal**

7. All pay policies have been equality impact assessed.

### **Risk Assessment**

10. None

### **Financial Implications**

11. None

### **Options considered**

12. None

### **Recommendation**

13. That Staffing Policy Committee approve the draft policy to be presented at full council for approval on 26 February 2019.

**Joanne Pitt**  
**Director – HR&OD**

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**The following unpublished documents have been relied on in the preparation of this report: None**