

Extract of the Staffing Policy Committee dated 6 January 2016

Consideration was given to a report by the Associate Director, People & Business, which presented an updated pay policy statement for the financial year 2016/17 for approval, prior to agreement by Council and publication on the Council's website.

It was noted that chapter 8 of the Localism Act 2011 stated that every local authority must prepare a pay policy statement for the financial year 2012/13 and each subsequent financial year. Wiltshire Council originally published its pay policy statement in February 2012 and the updated policy was required to be published on the website by 1 April 2016.

The Committee was informed that the existing policy had been updated to include:

- A revised introduction stating the forthcoming legislation that will impact on the council's pay arrangements. This includes the new National Living Wage, gender pay gap reporting, and the public sector exit payment cap.
- The ability to pay at a rate higher than the median pay rate for posts where there are skills shortages as stated in the Council's market supplement policy.
- Information relating to the publication of trade union facility time as required by the Local Government Transparency Code 2015.
- An updated total number of council employees and the latest pay ratios.

Resolved:

To approve the draft Pay Policy Statement for endorsement by Council on 23 February 2016 on the understanding that the budget figure would first be reviewed and updated and subject to the heading prior to para. 71 reading as follows:-

The relationship between the *basic pay* remuneration of chief officers and employees who are not chief officers.