

**Extract from the minutes of the Staffing Policy Committee  
Dated 8 January 2020**

**Pay Policy Statement**

The Committee received a report setting out an updated Pay Policy Statement for the financial year 2020/2021 for approval, prior to agreement by Council and publication on the Council's website.

It was reported that under Chapter 8 of the Localism Act 2011 every local authority must prepare a pay policy statement for every financial year. Wiltshire Council originally published its pay policy statement in February 2012 and the updated policy was now required to be published on the Council's website by 1 April 2020.

The policy had been updated to include:

- A revised introduction providing an update on the council's progress with apprenticeships, annual budget and workforce total.
- An amendment to the reference of Corporate Director following the tier 1 restructure and the change in job title to Chief Executive Officer.
- An updated total number of council employees and the latest pay ratios.
- The annual budget will be set in January/February in time for approval at full Council.
- The role of Acting Returning Officer following the tier 1 restructure will be agreed in time for approval at full Council.

The Committee discussed the updated policy and noted the two areas which would need updating prior to the policy being presented to Council.

**Resolved:**

**To approve the draft policy to be presented at Full Council on 25 February 2020, subject to:**

- **Updating the current annual budget, and**
- **A decision being made as to which officer would carry out the role of Acting Returning Officer.**