

Staffing Policy Committee

EXTRACT FROM MINUTES OF THE STAFFING POLICY COMMITTEE MEETING HELD ON 6 JANUARY 2021

ON-LINE MEETING

48 Pay Policy Statement

Paula Marsh outlined the report that was contained in the agenda pack.

Points made included:

- The pay policy statement set out the council's approach to pay and reward for senior managers and the lowest paid employees for the financial year 2021-22.
- Its purpose was to provide a clear and transparent policy, which demonstrated accountability and value for money. The policy also met the council's obligations under the Localism Act 2011 and the Code of Recommended Practice for Local Authorities on Data Transparency.
- The pay policy was applicable to council staff and did not include schools support staff or teachers.
- The pay policy statement was first published in February 2012 and was updated on an annual basis. It had now been updated for the financial year 2021/22.
- The pay policy statement set out the pay policies which apply to both the lowest paid and highest paid employees within the council.

Note; Cllr Clewer asked whether it was standard practice to exclude apprenticeship rates from ratios? It was confirmed this was standard practice in local government where apprentices were paid on spot salaries.

Decision

That the Staffing Policy agreed and noted the report