

## Pay Policy Statement

### Purpose of Report

1. This report presents an updated pay policy statement for the financial year 2017/2018 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 2017.

### Main Considerations for the Council

4. The policy has been updated to include:
  - A revised introduction stating the forthcoming legislation that will impact on the council's pay arrangements. This includes gender pay gap reporting, the public sector exit payment cap and recovery of public sector exit payments.
  - Information regarding the union negotiations in early 2016.
  - Information regarding salary protection as a result of service redesign.
  - The addition of the sleeping in allowance payable for employees required to sleep in on the premises. This increases in line with the NJC pay award and had been omitted from previous pay policy statements.
  - An updated total number of council employees and the latest pay ratios.
5. The budget figure highlighted within the introduction of the policy will be updated once a final figure is confirmed by the finance team.

### **Consultation**

6. The policy will require full council approval prior to publication.

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

7. None

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

8. None

### **Risk Assessment**

10. None

### **Financial Implications**

11. None

### **Options considered**

12. None

### **Recommendation**

13. That Staffing Policy Committee approve the draft policy to go to full council on 21 February 2017 on the understanding that the budget figure will be reviewed and updated prior to full council approval.

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**The following unpublished documents have been relied on in the preparation of this report:** None