

Minute Extract of Staffing Policy Committee 4 January 2017

9 Pay Policy Statement

The Committee received a report which set out an updated pay policy statement for the financial year 2017/2018 prior to agreement by Council and publication on the Council's website.

It was noted that under chapter 8 of the Localism Act 2011 every local authority must prepare a pay policy statement annually, this starting for the financial year 2012/2013.

It was explained that the policy had been updated to include:

- A revised introduction stating the forthcoming legislation that would impact on the Council's pay arrangements. This included 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 increased 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.

After some discussion,

Resolved:

To approve the draft Pay Policy Statement for endorsement by Council on 21 February 2017 on the understanding that the budget figure would be reviewed and updated prior to full Council approval and subject to:-

(1) The removal of paragraph 73 of the Statement which stated:

“The Hutton Review of Fair Pay in the Public Sector recommends a maximum ratio of the highest remunerated post compared with the lowest remunerated post of 1:20.”

(2) The addition of an extra column in the table at paragraph 74 providing the statistical information to exclude the apprenticeship rate of pay for the previous year.

(3) The provision of additional information about apprenticeships.