

## **WILTSHIRE COUNCIL**

### **STAFFING POLICY COMMITTEE**

**8 January 2020**

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#### **Pay Policy Statement**

##### **Purpose of Report**

1. The purpose of this report is to present an updated pay policy statement for the financial year 2020/2021 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 required to be published on the website by 1 April 2020.

##### **Main Considerations for the Council**

4. The policy (appendix 1) has 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.

##### **Consultation**

5. The pay policy will require full council approval prior to publication.

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

6. None

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

7. All pay policies have been equality impact assessed.

### **Recommendation**

8. That Staffing Policy Committee approve the draft policy to be presented at full council for approval on 25 February 2020.

**Joanne Pitt**  
**Director – HR&OD**

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**The following unpublished documents have been relied on in the preparation of this report: None**