

Pay Policy Statement 2021/22

Purpose of Report

1. The purpose of this report is to present an updated pay policy statement for the financial year 2020/2021 for agreement by Staffing Policy Committee, prior to sign off by Council on 23 February 2021 and publication on the council's 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 April 2021

Main Considerations for the Council

4. The main updates to the policy are outlined below:
 - Throughout the policy
 - amendments to reflect the change of senior management structure and titles
 - updated total number of council employees, pay rates and pay ratios
 - Introduction:
 - Reference to the implications of Covid19 and the Council's Organisational Recovery programme.
 - Updated information regarding the use of the apprenticeship levy. There has been no new apprenticeship starts since March 2020 due to Covid-19. We have had to pause the current leadership and management cohort and completion dates for some current apprentices have been pushed back due to them having a break in learning either due to capacity or redeployment into critical roles to support Covid-19 response.

- Para 7 – removal of the number of evaluators on Hay panels. Due to capacity in the HR&OD team it has not always been possible to have 3 trained Hay assessors on each panel. There are always two, and usually three.
 - Para 9 – showing an increase in the number of Hay grades from 8 to 9. In March 2020 an additional Hay grade (Grade 2a) was introduced following a senior management restructure, which resulted in a new Director of Children’s Services post which incorporated the designated statutory role of DCS for the council, a role which was previously undertaken at tier 1. The Council is currently operating with an interim senior management structure, following the move to a single Chief Executive post at tier 1 in June 2020. In this interim structure the interim Corporate Director posts are currently aligned to the grade 2a pay band.
 - Para 26 - reference to the fact that the relocation policy has been updated since the previous pay policy statement was published to clarify eligibility criteria.
5. The annual budget will be set in January/February in time for approval at full Council and the policy will be updated to reflect.
 6. Recent legislative changes relating to the exit payment cap of £95k and the subsequent changes required to the LGPS scheme rules mean that the council’s redundancy policy will need review in early 2021. If the situation changes prior to Full Council on 23 February this section of the policy will be updated to reflect.

Consultation

7. The draft pay policy was taken to Joint Consultative Committee on 9 December 2020 for review.
8. The pay policy will require full council approval (23 February 2021) prior to publication.

Recommendation

9. That Staffing Policy Committee review and agree the amended Pay Policy Statement for 2021/22.

Joanne Pitt
Director HR&OD

Report author - Paula Marsh, Head of Service – Strategic Delivery, HR&OD