

Wiltshire Council

Council

4 February 2014

Pay Policy Statement and the Publication of Senior Staff Pay

Summary

Under section 38 of the Localism Act 2011 every local authority is required to prepare and publish a pay policy statement for the financial year 2012/13 and this must be updated in each subsequent financial year.

On 26 February 2013 Council approved the pay policy statement for 2013/14 and the publication of senior staff salaries with a threshold of £58,200, along with job descriptions, budget responsibilities and numbers of staff.

The statement has been updated for 2014/15 to reflect current headcount, budget and redundancy figures. There have been no significant changes.

Proposals:

That Council approve:

- (a) the updated Pay Policy Statement set out in Appendix 1**
- (b) the continued publication of senior staff salaries with a threshold of £58,200, along with job descriptions, budget responsibilities and numbers of staff. Individuals are asked to consent for their names to be included.**

Reason for Proposal

The proposals set out in the report and pay policy statement reflect the council's commitment to openness and transparency, and meet the requirements of the Localism Act 2011 and the Code of Recommended Practice for Local Authorities on Data Transparency.

Barry Pirie
Associate Director, People and Business

Wiltshire Council

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4 February 2014

Pay policy statement and the publication of senior staff pay

Purpose of Report

1. This report presents the updated pay policy statement which applies to all non-schools employees of Wiltshire Council.

Background

2. Under section 38 of the Localism Act 2011 every local authority must prepare and publish a pay policy statement for the financial year 2012/13 and each subsequent financial year.
3. Wiltshire Council originally published their pay policy statement in February 2012 and are required to publish an updated policy by 1 April 2014.
4. The legislation states that approval of the pay policy statement must be sought from full council.

Main Considerations for the Council

5. The pay policy statement has been updated to reflect current headcount, budget and redundancy figures but there have been no significant changes.
6. The employment policies referred to within the statement have not been amended since the statement was first published.

Environmental and climate change considerations

7. Not applicable

Equalities Impact of the Proposal

8. The pay policy statement was equality impact assessed on 1st February 2012 and no negative impacts were identified. No significant changes have been made requiring a further assessment for 2014/15.

Risk Assessment

9. The council is required to publish their pay policy statement in order to comply with the requirements of the Localism Act 2011.
10. The pay policy statement clearly outlines that the employment terms and allowances for senior staff are not more beneficial than those of the lowest paid staff.
11. The secretary of state for CLG has also issued a code on the publication of data for the public, and local authorities are now required to publish salaries and related information for all staff earning in excess of £58,200 per annum.
12. The pay policy statement, related employment policies and the senior salaries data will be published on the Wiltshire Council website in accordance with the Localism Act 2011 and the Code of Recommended practice for Local Authorities on Data Transparency.

Financial Implications

13. The employment policies referred to within the pay policy statement (appendix 1) are already in existence and therefore there is no additional cost.

Legal Implications

14. Legal Services, upon reviewing the overriding legislation, confirm that there are no legal implications arising from the proposed pay policy statement.

Options Considered

15. The council is required to update their pay policy statement in order to comply with the requirements of the Localism Act 2011.

Conclusions

16. In order to comply with our responsibilities, full council are recommended to approve the proposals as set out in this report.

Barry Pirie
Associate Director, People and Business

Report Author: Amanda George, HR Policy and Reward Manager
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Appendices

Appendix 1 – Pay Policy Statement (2014/15 update)