

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

6 January 2016

Pay Policy Statement

Purpose of Report

1. This report presents an updated pay policy statement for the financial year 2016/2017 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 1st April 2016.

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 the new National Living Wage, gender pay gap reporting, and the public sector exit payment cap.
 - The ability to pay at a rate higher than the median pay rate for posts where there are skills shortages as stated in the Council's market supplement policy.
 - Information relating to the publication of trade union facility time as required by the Local Government Transparency Code 2015.
 - 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

9. None

Financial Implications

10. None

Options considered

11. None

Recommendation

12. That Staffing Policy Committee approve the draft policy to go to full council on 23 February 2016 on the understanding that the budget figure will be reviewed and updated prior to full council approval.

Barry Pirie
Associate Director – People & Business

Report Author: Laura Butcher, Human Resources Policy & Reward team

The following unpublished documents have been relied on in the preparation of this report: None