

Wiltshire Council

Council

23 February 2016

Pay Policy Statement

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.

The statement has been updated for 2016/17 with minor revisions. This includes the impact of forthcoming legislation on pay arrangements, the ability to pay at a rate higher than the median pay rate for posts where there are skills shortages, and information relating to the publication of trade union facility time as required by the Local Government Transparency Code 2015. In addition, the total number of council employees and the latest pay ratios has been updated.

Proposals

That Council approve the updated Pay Policy Statement set out in Appendix 1.

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 2015.

Barry Pirie
Associate Director People and Business

Pay policy statement

Purpose of Report

1. This report presents the updated pay policy statement which applies to all non-schools employees of Wiltshire Council, except for centrally employed teachers who are covered by the teachers' pay policy.

Background

2. Under section 38 of the Localism Act 2011 every local authority is required to update their pay policy statement each financial year.
3. Wiltshire Council published its first pay policy statement in February 2012 and is required to publish an updated policy by 1 April 2016.
4. The legislation requires that approval of the pay policy statement is sought from full council.

Main Considerations for the Council

5. The pay policy statement 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.
6. The current ratio of lowest paid to highest paid employee within the council is 1:10.9 which is well within the guidelines recommended in the Hutton review, which is 1:20.

7. At its meeting on 6 January 2016 Staffing Policy Committee approved the pay policy statement and recommended it be put forward for approval by full council.

Environmental and climate change considerations

8. No environmental and climate change considerations have been identified.

Equalities Impact of the Proposal

9. 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 2016/17.

Risk Assessment

10. The council is required to publish their pay policy statement in order to comply with the requirements of the Localism Act 2011.
11. 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.

Financial Implications

12. 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

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

Conclusions

14. The council is required to update their pay policy statement in order to comply with the requirements of the Localism Act 2011.
15. Full council is recommended to approve the pay policy statement for 2016/17.

Barry Pirie
Associate Director People and Business

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Appendices

Appendix 1 – Pay Policy Statement (2016/17 update)