

Wiltshire Council

Staffing Policy Committee

10 January 2017

Pay Policy Statement

Purpose of Report

1. The purpose of this report is to present an updated pay policy statement for the financial year 2018/2019 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 2018.

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 implications of the apprenticeship levy, the increase to the national living wage and the requirements for gender pay gap reporting.
 - Information regarding the trade union negotiations in early 2016 and the recommencement of annual increments from April 2018.
 - Some further clarification in a small number of areas such as updated job titles, the level of authorisation for market supplements and the definition of a severance payment.
 - 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

10. None

Financial Implications

11. None

Options considered

12. None

Recommendation

13. That Staffing Policy Committee approve the draft policy to go to full council on 20 February 2018 on the understanding that the budget figure will be reviewed and updated prior to full council approval.

Joanne Pitt
Director – HR&OD

Report Author: Amanda George, Strategic Delivery Manager

The following unpublished documents have been relied on in the preparation of this report: None