

Wiltshire Council

Council

23 February 2021

Pay Policy Statement

Summary

Under section 38 of the Localism Act 2011 every local authority was 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 2021/22 with minor revisions.

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.

Joanne Pitt
Director – HR&OD

Pay Policy Statement

Purpose of Report

1. This report presents the updated pay policy statement for 2021/22 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 2021.
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 providing an update on the council's progress with apprenticeships, annual budget and workforce total together with reference to implications of Covid-19 and the council's organisational recovery programme.
 - amendments to reflect changes to the senior management structure, number of Hay grades and post titles. 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.
 - an amendment to reflect updated eligibility criteria for claiming under the council's relocation policy.
 - updated total number of council employees, pay rates and pay ratios.

- reference to legislative changes relating to the exit payment cap.
6. The current ratio of highest to lowest paid employees is well within the guidelines and is 10.1:1.
 7. The Code of Data Transparency 2015 requires the ratio of median salary to the highest paid employee to be published for every local authority. This is currently 6.7:1 which compares favourably with other councils in the south west.
 8. At its meeting on 6 January 2021 Staffing Policy Committee approved the pay policy statement and recommended it be put forward for approval by Full Council.

Environmental and climate change considerations

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

Equalities Impact of the Proposal

11. The pay policy statement was equality impact assessed on 1 February 2012 and no negative impacts were identified. No significant changes have been made requiring a further assessment for 2021/22.

Risk Assessment

12. The council is required to publish their pay policy statement in order to comply with the requirements of the Localism Act 2011.
13. 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

14. 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

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

Conclusions

16. The council is required to update their pay policy statement in order to comply with the requirements of the Localism Act 2011.
17. Full Council is recommended to approve the pay policy statement for 2021/22.

Joanne Pitt
Director – HR&OD

Report Author: Paula Marsh, Head of HR Strategy
Date of report: 23 February 2021

Appendices

Appendix 1 – Pay Policy Statement (2021/22 update)