

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

7 January 2014

PAY POLICY STATEMENT

Purpose of Report

1. This report presents the updated Pay Policy Statement for approval by Staffing Policy Committee prior to agreement by Council on 3 February 2015 and publication on the website.

Background

2. Under chapter 8 of the Localism Act 2011 every local authority has had to 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 the updated policy is now required to be published on the website by 1st April 2014.

Main Considerations for the Council

4. The policy has been updated to include:
 - A revised introduction setting the context of the council
 - Information about the overtime policy and standby and callout policy
 - Updated total number of council employees and latest pay ratios
5. The budget figure highlighted within the introduction of the policy will be updated once 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 3 February 2015 on the understanding that the budget figure will be reviewed and updated prior to full council approval.

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The following unpublished documents have been relied on in the preparation of this report: None