

Wiltshire Council

Council

24 February 2015

Pay Policy Statement and the Publication of Senior Staff Pay

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.

On 4 February 2014 Council approved the pay policy statement for 2014/15 and the publication of senior staff salaries with a threshold of £58,200, along with job descriptions, budget responsibilities and numbers of staff.

The statement has been updated for 2015/16 to reflect current headcount, budget and redundancy figures. There have been no significant changes.

Proposals

That Council approve:

- (a) the updated Pay Policy Statement set out in Appendix 1
- (b) the continued publication of senior staff salaries with a threshold of £58,200, along with job descriptions, budget responsibilities and numbers of staff. Individuals are asked to consent for their names to be included.

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.

Dr Carlton Brand
Corporate Director

Wiltshire Council

Council

24 February 2015

Pay policy statement and the publication of senior staff pay

Purpose of Report

1. This report presents the updated pay policy statement which applies to all non-schools employees of Wiltshire Council.

Background

2. Under section 38 of the Localism Act 2011 every local authority must prepare and 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 are required to publish an updated policy by 1 April 2015.
4. The legislation states that approval of the pay policy statement must be sought from full council.

Main Considerations for the Council

5. The pay policy statement has been updated to reflect current headcount, and budget but there have been no significant policy changes.
6. The current ratio of lowest paid to highest paid employee within the council is 1 : 10.6 which is well within the guidelines recommended in the Hutton review, which is 1 : 20.
7. At its meeting on 7 January 2015 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. Not applicable

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 2015/16.

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.
12. The secretary of state for CLG has also issued a code on the publication of data for the public, and local authorities are now required to publish salaries and related information for all staff earning in excess of £58,200 per annum.
13. The pay policy statement, related employment policies and the senior salaries data will be published on the Wiltshire Council website in accordance with the Localism Act 2011 and the Code of Recommended practice for Local Authorities on Data Transparency.

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.

Options Considered

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

Conclusions

17. In order to comply with our responsibilities, full council are recommended to approve the proposals as set out in this report.

Barry Pirie
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Appendices

Appendix 1 – Pay Policy Statement (2015/16 update)