

27 February 2019

Ordinary Council

Pay Policy 2019/20

Report of: *Jacqueline Van Mellaerts – Interim Chief Finance Officer*

Wards Affected: *All Wards*

This report is: *Public*

1. Executive Summary

- 1.1 Council is asked to agree the Pay Policy 2019/20 as attached at Appendix A in accordance with Section 38(1) of the Localism Act 2011.

2. Recommendation(s)

- 2.1 That the 2019/20 Pay Policy Statement as set out in Appendix A is agreed.**

3. Introduction and Background

- 3.1 Section 38(1) of the Localism Act 2011 requires all English and Welsh Councils to produce a Pay Policy Statement for each financial year.
- 3.2 Regard is to be had, to any guidance from the Secretary of State in producing the statement.
- 3.3 The pay policy statement should be:
- approved by the Full Council
 - approved before the end of March each year
 - amended during the course of the financial year
 - published on the Council's website

4 Issue, Options and Analysis of Options

- 4.1 Guidance on the Pay Policy Statement also refers to accountability.

- 4.2 The existing guidance makes it clear that Full Council should be given the opportunity to vote before large salary packages offered in respect of a new appointment.
- 4.3 The guidance states that the Secretary of State considers that £100,000 is the right level for that threshold to be set and remains the same.
- 4.4 Full Council approved a motion in October 2013 that the final decision on the pay of a future Head of Paid Service and all staff that are set to receive a package that totals above £100,000 per annum in basic salary and bonus provision rests with Full Council.
- 4.5 The guidance also requires authorities to offer Full Council the opportunity to vote before large severance packages beyond a particular threshold are approved for staff leaving the organisation.
- 4.6 As with salaries on appointment, the Secretary of State considers that £100,000 is the right level for that threshold to be set.
- 4.7 The Pay Policy Statement must include the Council's policy on the level and elements of remuneration of chief officers, the remuneration of the lowest paid employees and the relationship between chief officer's remuneration and that of other officers.
- 4.8 The Pay Policy Statement 2019/20 sets out the Council's current approach to pay and reward.

5 Reasons for Recommendation

- 5.1 To comply with the statutory requirement to annually approve the Council's Pay Policy.

6 References to Corporate Plan

- 6.1 Producing a Pay Policy Statement is a statutory requirement.

7 Implications

Financial Implications

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- 7.1 There are no direct financial implications arising from the production of the Pay Policy Statement.

Legal Implications

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- 7.1 A Pay Policy Statement is required for each respective financial year in accordance with Section 38 of the Localism Act 2011.

8 Appendices to this report

Appendix A - Pay Policy Statement 2019/20

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