

Joint Negotiating Committee (Employers') report



22 February 2021

ANNUAL PAY POLICY STATEMENT

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Exempt / confidential / not for publication	No
Council Plan reference	Not in Council Plan
Wards affected	All wards

Executive Summary

The Council is required to adopt and publish its policy statement in accordance with Section 38(1) of the Localism Act 2011. The JNCE are asked to review the attached Pay Policy Statement with a view to recommending it to Council for adoption at its meeting on 10 March 2021. (This item does not go to JNC.)

1. **Decision to be Made**
 - 1.1 That the Pay Policy be recommended to Council for adoption, at its meeting on 10 March 2021, with effect from 1 April 2021.
2. **Why is the Decision Needed?**
 - 2.1 The Council is required to adopt and publish its policy statement in accordance with Section 38(1) of the Localism Act 2011. This policy ensures that a consistent approach is taken to pay across the Council.

3. Implications of the Decision

3.1 The pay policy statement sets out the Council’s approach to pay. This ensures a clear and consistent approach is taken across the Council. It reflects the current practice of the Council.

3.2 Comparator information is attached and shows the ratios between the highest salary and the lowest, mean and median salaries at the Council and comparator local authorities. This information is taken from the pay policy statements for each local authority published in April 2020. The information shows that the Council is ranked:

Highest to Lowest Salary Ratio:

- 9th lowest out of 11 national LA comparators
- 2nd lowest out of 7 local LA comparators

Median Average Earnings Ratio:

- 2nd lowest out of 10 national LA comparators
- 2nd lowest out of 7 local LA comparators

Financial	No	Human rights, equalities, diversity	Yes
Legal	Yes	Policies or Council Plan	Yes
Communication	No	Procurement	No
Energy Efficiency	No	Workforce	Yes

(a) Financial Implications

None. The pay policy ensures that pay is kept appropriate and consistent.

(b) Legal Implications

Having the pay policy in place ensures that a consistent approach is taken to pay and reduces the risk of challenge from an equal pay / work of equal value perspective. It meets the requirements of the Localism Act 2011.

(c) Other Implications

Having the pay policy in place ensures that a consistent approach is taken to pay across the Council. It provides a transparent and fair approach to pay for the workforce.

4. Timetable for Implementation

- 4.1 The recommended Pay Policy will be put to full Council at its meeting on 10 March 2021 for adoption from 1 April 2021.
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List of Annexes:

Annex A	Pay Policy Statement
Annex B	Pay Policy Ratio Benchmark Information