

Staffing Committee

Date of Meeting: 23 January 2020

Report Title: Pay Policy Statement

Senior Officer: Jane Burns, Executive Director for Corporate Services

1. Report Summary

- 1.1. Section 38 of the Localism Act (2011) requires Local Authorities to produce a Pay Policy Statement by 31st March on an annual basis. Regard continues to be given to any guidance from the Secretary of State in producing this statement and the Local Government Transparency Code (2015).
- 1.2. The Pay Policy Statement for 2020/21 which reflects the expected position as at 1st April 2020 is attached as Appendix 1.

2. Recommendations

- 2.1. That the attached Pay Policy Statement for 2020/21 be recommended by Staffing Committee to Council for approval and published accordingly.
- 2.2. That authority be delegated to the Monitoring Officer to make any necessary in year amendments to the Pay Policy Statement

3. Reasons for Recommendations

- 3.1. A Pay Policy Statement has been required to be produced annually since 2012/13 under Section 38 of the Localism Act (2011). Local Authorities must have their Pay Policy Statement approved by full Council and published on their website no later than the 31st March prior to the financial year to which it relates.

4. Other Options Considered

- 4.1. Not applicable.

5. Background

- 5.1. The purpose of the Pay Policy Statement is to increase accountability, transparency and fairness with regard to the Council's approach to the remuneration of its Chief Officers.

6. Key Updates to the Pay Policy Statement

- 6.1. The Pay Policy Statement 2020/21 follows the style and format of the Statement published in 2019/20. The Statement focuses on the broad principles and policies regarding pay and has links to further information and statistical data available on the Council's website and associated policies.
- 6.2. The links to further information will be updated as appropriate through the coming year. Salary values quoted in the Pay Policy Statement have been updated to take account of most recent pay awards.
- 6.3. Section 3.5 of the Pay Policy Statement has been updated to take account of the revised Senior Management Structure implemented on the 1st April 2019.

7. Implications of the Recommendations

7.1. Legal Implications

- 7.1.1. The Council is required to produce and publish a Pay Policy Statement agreed by full Council each year, under Section 38 of the Localism Act (2011).
- 7.1.2. In addition, the Local Government Transparency Code (2015) requires information on organisational structure, senior salaries and pay multiples to be published annually each year.
- 7.1.3. This report and the accompanying Pay Policy Statement, with associated links in Annex 1, once approved and adopted ensures that Cheshire East Council complies with these requirements.

7.2. Finance Implications

- 7.2.1. There are no direct financial implications associated with approving the updated Pay Policy Statement 2012/21 and no budgetary adjustments are proposed in relation to this report.

7.3. Policy Implications

- 7.3.1. Any decisions relating to the pay and remuneration of Chief Officers must comply with the Pay Policy Statement in place at the time for that financial year. Whilst the Statement can be amended during the

year should the need arise, changes are subject to the approval of full Council.

7.4. Equality Implications

7.4.1 There are no direct equality implications associated with approving the updated Pay Policy Statement 2020/21.

7.5. Human Resources Implications

7.5.1. Associated pay policies and HR support must comply with the Pay Policy Statement.

7.6. Risk Management Implications

7.6.1. If the Council does not follow specific aspects of the guidance issued by DCLG and therefore does not achieve appropriate levels of openness and accountability, DCLG can take steps to require the Council to adapt particular policies.

7.7. Rural Communities Implications

7.7.1 There are no direct implications for rural communities.

7.8. Implications for Children & Young People/Cared for Children

7.8.1 There are no direct implications for children and young people.

7.9. Public Health Implications

7.9.1 There are no direct implications for public health.

7.10. Climate Change Implications

7.10.1 There are no direct implications for Climate Change.

8. Ward Members Affected

8.1 There are no specific ward members affected.

9. Consultation & Engagement

9.1. The Pay Policy Statement 2020/21 will be shared with Trade Unions.

10. Access to Information

10.1. Background papers relating to this report can be inspected by contacting the report writer.

11. Contact Information

11.1. Any questions relating to this report should be directed to the following officer:

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