

Council

Date of Meeting: 21 February 2019

Report Title: Pay Policy Statement 2019/20

Portfolio Holder: Councillor Paul Findlow – Corporate Policy & Legal Services

Senior Officer: Sara Barker, Head of Strategic HR

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 2019/20 which reflects the expected position as at 1st April 2019 is attached as Appendix 1. Changes since last year's Statement are outlined in section 6.4 of this report.
- 1.3. Staffing Committee, at its meeting on 24 January 2019, considered the draft Pay Policy Statement for 2019/20 and resolved that Council be recommended to approve and publish the Pay Policy Statement for 2019/20.

2. Recommendation/s

- 2.1. That the changes since the 2018/19 Pay Policy Statement be noted as outlined in section 6.4 of this report.
- 2.2. That the attached Pay Policy Statement for 2019/20 recommended by Staffing Committee, be approved by Council and published accordingly.

3. Reasons for Recommendation/s

- 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 pay with particular focus on its Chief Officers.

6. Key Updates to the Pay Policy Statement

6.1. The Pay Policy Statement 2019/20 follows the style and format of the Statement published in 2018/19. 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 Statement has again been designed to be user friendly for public consumption and should require minimal updates each subsequent year.

6.3. The links to further information will be updated as appropriate through the coming year.

6.4. Changes since the last Pay Policy Statement;

6.4.1. Section 3.5 – reflects a small change in the broad remuneration ranges for Chief Officers (Tiers 1-3) due to a 2% national pay increase in April 2018.

6.4.2. Section 3.6 – updates on the development of a new Cheshire East Pay Structure in response to the NJC pay structure and revised pay spine. It also provides an update on the potential impact on the grading structure for Chief Officers.

6.4.3. Section 4 – as a result of the NJC pay agreement, it will no longer be necessary to pay a Local Living Wage supplement due to the uprated pay points for the lowest paid staff now exceeding National Living Wage. The lowest pay point will be £9.00 an hour with effect from 1st April 2019.

6.4.4. Sections 10 and 11 – re-ordered so that Section 10 is Settlement Agreements and Section 11 is Mutually Agreed Resignation Scheme.

- 6.4.5. Section 14 – updated paragraph in relation to Gender Pay Gap data (removal of “during the 2017/18 financial year and annually thereafter”) .

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 2019/20 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 2019/20, any potential implications relating to pay are addressed within the relevant pay policies.

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.

8. Ward Members Affected

- 8.1. There are no specific ward members affected.

9. Consultation & Engagement

- 9.1. The Pay Policy Statement 2019/20 has been 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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