

COUNCIL	AGENDA ITEM No. 14(a)
10 OCTOBER 2012	PUBLIC REPORT

PETERBOROUGH CITY COUNCIL PAY POLICY STATEMENT FOR 2012/13

R E C O M M E N D A T I O N S
FROM : Solicitor to the Council, in consultation with the Cabinet Member for Community Cohesion & Safety, Cllr Irene Walsh
That Council: Adopts the revised pay policy statement appended to this report.

1. PURPOSE & REASON FOR THE REPORT

Council approved the Pay Policy Statement for 2012/13 on 22 February 2012. Following the transfer of Adult Social Care Staff on 1st March 2012 this report asks council to approve the revised Pay Policy Statement for 2012/13.

2. BACKGROUND

- 2.1 On 1st March 2012 Adult Social Care Staff transferred back from the PCT to the council. They transferred under the Transfer of Undertakings (Protection of Employment) (TUPE) Regulations 2006 and as such many of their terms and conditions, including remuneration, had some level of protection.
- 2.2 The council reviewed the impact of the transferring staff on the Pay Policy and this revised Pay Policy Statement is now referred back to council.

3. THE POLICY

- 3.1 There are a higher number of lower paid staff in Adult Social Care and this has impacted on the original data in the pay policy, particularly in relation to the ratios of the remuneration of the highest paid to lowest paid, and the highest paid to average earnings.
- 3.2 The average remuneration for those employees on grades 1 to 5 (this includes staff on NHS bands 1 and 2) has decreased from £15,931 to £14,537. The ratio of the Chief Executive's remuneration to the lowest paid employee has increased from 10.68 : 1 to 11.7 : 1, and the ratio of the Chief Executive's remuneration to the median average remuneration across the workforce has increased from 6.11 : 1 to 6.68 : 1.
- 3.3 Those roles in Adult Social Care falling within the definition of "chief officers" have now been included in the revised Policy.

4. IMPLICATIONS

(i) FINANCIAL IMPLICATIONS

There are no specific financial implications to the approval of the revised Pay Policy Statement. The contents of the Statement are consistent with the current approach to remuneration and will not result in a change to the remuneration package to any employee. The current remuneration of employees is accounted for in the 2012/13 budget proposals.

(ii) LEGAL & HUMAN RESOURCES IMPLICATIONS

It is a requirement of the Localism Act 2011 that the council must approve a Pay Policy Statement. Once the Pay Policy Statement is passed, all decisions relating to remuneration must be made in accordance with it. If amendments are required, they can be made by resolution at a subsequent council meeting. As soon as practicable after approving or amending its Pay Policy Statement council must publish it in such manner as it thinks fit, which must include publication on the authority's website.

(iii) EQUALITIES IMPLICATIONS

The Council's Pay Policy is consistent with its obligations as an employer to comply with equality duties. It ensures that all employees are rewarded fairly and objectively, without discrimination, for the work that they undertake on behalf of the council, and provides an objective mechanism to review pay dispersal throughout the council.

5. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985)

Department of Communities and Local Government (DCLG) guidance "Openness and accountability in local pay: Draft guidance under section 40 of the Localism Act" November 2011

Hutton Review of Fair Pay in the Public Sector: Final Report March 2011