

COUNCIL	AGENDA ITEM No. 13(d)
7 MARCH 2018	PUBLIC REPORT

Report of:	Chief Executive	
Cabinet Member responsible:	Councillor David Seaton - Cabinet Member for Resources	
Contact Officer(s):	Mandy Pullen - Assistant Director HR & Development	Tel. 863628

Annual Pay Policy 2018/2019

R E C O M M E N D A T I O N S	
FROM: Chief Executive	Deadline date: N/A
It is recommended that Council approve the Pay Policy Statement for 2018/19. The Policy is attached at Appendix 1 to the report.	

1. PURPOSE AND REASON FOR REPORT

- 1.1 The purpose of this report is to ask council to approve the Pay Policy Statement for 2018/19.

2. BACKGROUND AND KEY ISSUES

- 2.1 Council is required by the Localism Act 2011 to pass a resolution approving the Pay Policy Statement for each financial year.
- 2.1.1 The Localism Act (the Act) requires that the council approves a pay policy statement that sets out the authority's policies for the financial year relating to the remuneration of its chief officers, the remuneration of its lowest paid employees and the relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
- 2.1.2 The Act contains specific items that must be included in the Pay Policy, and the statement recommended to council is compliant with those requirements. It has also been drafted having regard to the guidance provided by the Department of Communities and Local Government (DCLG) "Openness and accountability in local pay: Draft guidance under section 40 of the Localism Act" and supplementary guidance.
- 2.1.3 The requirement to approve, publish and comply with a Pay Policy Statement builds on the Code of Recommended Practice for Local Authorities on Data Transparency that has led to the council already publishing data on senior salaries and the structure of the council's workforce. The requirement in the Act is based on the premise that elected members should have a significant input into how decisions on pay are made, particularly decisions on senior pay, and that they are open about policies that determine those decisions, to enable local taxpayers to take an informed view of whether local decisions on remuneration are fair and make the best use of public funds.
- 2.1.4 The Act and government guidance recognises that each local authority is an individual employer in its own right and has the autonomy to make decisions on pay that are appropriate to local circumstances and which deliver value for money for local taxpayers. The Act does not impose policies, and only requires that authorities are open about how their own policies and local decisions are made.

2.1.5 Should the pay policy be amended during the financial year the Council would be required to approve such amendments and publish the amended policy accordingly.

2.1.6 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees on a 'snapshot date' of 31 March 2017. The relevant data will be published on the Peterborough City Council website and the gender pay gap reporting pages of the gov.uk website before the deadline of 30 March 2018.

3. CONSULTATION

3.1 All changes to terms and conditions of employment are subject to consultation with the trade unions.

4. IMPLICATIONS

Financial Implications

4.1 The pay policy has been checked and approved by the Service Director Finance.

Legal Implications

4.2 The pay policy sets out clearly the expectations detailed in the Localism Act. This policy has been checked and approved by members of the Corporate Management Team.

Equalities Implications

4.3 An initial equality impact assessment (IEQIA) has not been carried out on the pay policy itself. However, IEQIA's are carried out on any changes that are proposed that impact on pay.

5. BACKGROUND DOCUMENTS

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

5.1 The following have been used to prepare this report:-

- Openness and accountability in local pay under section 40 of the Localism Act and supplementary guidance
- Section 38 (1) of the Localism Act
- Section 40 (1) of the Localism Act
- Repayment of Public Sector Exit Payments Regulations 2015
- Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

6. APPENDICES

6.1 Appendix 1 – Pay Policy 2018/19