

REPORT TO: CORPORATE SCRUTINY COMMITTEE, EXECUTIVE AND COUNCIL
Date of Meeting: Scrutiny Committee Resources 25 January 2018
Executive – 13 February 2018
Council – 20 February 2018
Report of: City Solicitor & Head of HR
Title: Annual Pay Policy Statement and Gender Pay Gap Reporting.

Is this a Key Decision?

No

Is this an Executive or Council Function?

Council

1. What is the report about?

To set out the council's annual Pay Policy Statement 2018/19 which must be approved by Full Council each financial year in line with legislation.

To produce a Gender Pay Gap Report in line with legislation.

2. Recommendations:

It is recommended that Corporate Scrutiny Committee notes and Executive recommends to Council to approve:

- (i) The attached Policy, Report and Appendices be adopted and published in accordance with the legislation.
- (ii) Delegated authority be given to the City Solicitor & Head of HR to make necessary amendments to the pay policy statement following any changes in legislation or subsequent increases in pay.

3. Reasons for the recommendation:

Section 38 (1) of the Localism Act 2011 requires English and Welsh Authorities to produce a statutory Pay Policy Statement each financial year commencing in 2012/13 and thereafter each subsequent financial year. The Secretary of State for Communities and Local Government issued further guidance in early 2013.

4. What are the resource implications including non financial resources:

There are no new resource implications created as a result of the revisions to the Pay Policy Statement or the Gender Pay Gap Report.

5. Section 151 Officer comments:

There are no financial implications for the Council to consider contained in this report

6. What are the legal aspects?

- (a) Local Authorities are required by Section 38(1) of the Localism Act 2011 to set out a written statement each financial year relating to:

- The remuneration of chief officers
- The remuneration of its lowest paid employees
- The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers

(b) The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities who employ over 250 or more employees to produce an annual Gender Pay Gap report which compare the difference in pay between females and males. The relevant date for the Gender Pay Gap Report is 31st March 2017. The results of the report must be published by the Council before 31st March 2018.

7. Monitoring Officer Comments

This report raises no issues for the Monitoring Officer.

8. Report Details:

In line with statutory requirements, the Council's Pay Policy Statement has been reviewed and updated for 2018/19 for approval by full Council prior to publishing on the Council's website.

The revised policy and appendix will take into account the following changes once the pay award for 2018/19 has been agreed:

- The increase in the nationally determined living wage (Grades 1 and 2) in November 2017 which comes into effect at Exeter City Council on 1 April 2018 (paragraph 3.2)
- Implementation of the nationally agreed pay award for 2018/19 for employees on Spinal Column Points 12-59 inclusive (Appendix 1)
- Implementation of the nationally negotiated 2018/19 pay award for Chief Officers and Chief Executives (Appendix 1)

9 How does the decision contribute to the Council's Corporate Plan?

The attached Statement supports a well run Council and our compliance with statute.

10 What risks are there and how can they be reduced?

There are no new implications arising from the recommendations.

11 What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, Economy safety and the environment?

Consideration has been given to the impact upon differing groups and a full assessment is not required.

12 Are there any other options?

No.

City Solicitor & Head of HR

Originator: David Knight, HR Transactional Services Manager

Local Government (Access to Information) Act 1972 (as amended)

Background papers used in compiling this report:

None

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