

REPORT TO: CORPORATE SCRUTINY COMMITTEE, EXECUTIVE AND COUNCIL

Date of Meeting: Scrutiny Committee Resources - 24 January 2019
Executive - 12 February 2019
Council - 26 February 2019

Report of: City Solicitor & Head of HR
Title: Annual Pay Policy Statement

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 2019/20 which must be approved by Full Council each financial year 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 Appendix be adopted and published in accordance with the legislation.
- (ii) Delegated authority be given to the City Solicitor & 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. The Equality Act 2010 (Specific Duties and Public Authorities) regulations 2017

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.

5. Section 151 Officer comments:

There are no financial implications arising from adoption of this policy. The salaries are already budgeted for.

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 a gender pay gap report.

- Compare the difference in pay between females and males.

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 2019/20 for approval by full Council prior to publishing on the Council's website.

The revised policy and appendix take into account the following changes:

- The increase in the nationally determined living wage (Grades 1 and 2) in November 2018 which comes into effect at Exeter City Council on 1 April 2019 (paragraph 3.2)
- Implementation of the nationally agreed pay award for 2019/20 for employees on Spinal Column Points 12-59 inclusive (Appendix 1)
- Implementation of the nationally negotiated 2019/20 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 & 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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