

REPORT TO EXECUTIVE

Date of Meeting: 11 February 2020

REPORT TO COUNCIL

Date of Meeting: 25 February 2020

Report of:

The City Solicitor & Head of HR

Title: Annual Pay Policy Statement 2020/21

Is this a Key Decision?

No

* One that affects finances over £1m or significantly affects two or more wards. If this is a key decision then the item must be on the appropriate forward plan of key decisions.

Is this an Executive or Council Function?

Council

1. What is the report about?
To set out the council's annual Pay Policy Statement 2020/21 which must be approved by Full Council each financial year in line with legislation.
2. Recommendations:
That 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. 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 for Council to consider within 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 a gender pay gap report.

- Compare the difference in pay between females and males.

7. Monitoring Officer's comments:

This report has been prepared in order that the Council complies with its statutory reporting requirements.

8. Report details:

In line with statutory requirements, the Council's Pay Policy Statement has been reviewed and updated for 2020/21 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 A) in November 2019 which comes into effect at Exeter City Council on 1 April 2020 (paragraph 3.2)

The appendix will/may require amending once the pay negotiations have been completed for 2020/21.

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. Equality Act 2010 (The Act)

11.1 Under the Act's Public Sector Equalities Duty, decision makers are required to consider the need to:

- eliminate discrimination, harassment, victimisation and any other prohibited conduct;
- advance equality by encouraging participation, removing disadvantage, taking account of disabilities and meeting people's needs; and
- foster good relations between people by tackling prejudice and promoting understanding.

11.2 In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

11.3 In making decisions the authority must take into account the potential impact of that decision in relation to age, disability, race/ethnicity (includes Gypsies and Travellers), sex and gender, gender identity, religion and belief, sexual orientation, pregnant women and

new and breastfeeding mothers, marriage and civil partnership status in coming to a decision.

11.4 In recommending this proposal no potential impact has been identified on people with protected characteristics as determined by the Act because: because

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

12. Carbon Footprint (Environmental) Implications:
No direct carbon/environmental impacts arising from the recommendations.

13. Are there any other options?
No

Baan Al-Khafaji, City Solicitor & Head of HR

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

Background papers used in compiling this report:-

None

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