

Report of the Chief Executive

PAY POLICY STATEMENT – 2019/201. Purpose of report

To seek Council approval for the Pay Policy Statement for 2019/20.

2. Background

Section 38 of the Localism Act 2011 requires local authorities to publish an annual Pay Policy Statement. The purpose of the statement is to increase accountability in relation to payments made to senior members of local authority staff by enabling public scrutiny.

3. Detail

The Pay Policy Statement for 2019/20, distributed with the agenda, sets out, among other items, the Council's policies relating to the remuneration of its senior officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The statement has now been updated and includes the following changes which occurred during 2018:

- Reference to the extension of the voluntary redundancy scheme.
- Updating the information on gender pay gap and pay ratios.
- Reference to the National Employers pay offer.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

Recommendation

The Council is asked to RESOLVE that the Pay Policy Statement for 2019/20 be approved.

Background Papers

Nil