

**EXECUTIVE SUMMARY
COUNTY COUNCIL
3rd MARCH 2020**

Pay Policy Statement 2020-2021

The Localism Act received Royal Assent on 15th November 2011. The Act's provisions include a requirement for Local Authorities to prepare a pay policy which must be agreed and published by 1st April every year.

The pay policy statement for a financial year will require the approval of full Council, and cannot be delegated to the Authority's Executive, and must set 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 its employees who are not Chief Officers.

Apart from the recent agreement on the payment of a Winter Maintenance Allowance (which is incorporated into the Pay Policy) there are no significant changes to policies or regulations this year and as the NJC Trade Unions and employers have not yet concluded pay negotiations, the Pay Policy includes 2019-2020 pay scales which will be updated once we receive notification of an agreement. The new pay scales will then be incorporated into the Pay Policy.

The politically balanced Pay Policy Advisory Panel has input into the formulation of the Pay Policy Statement, and the recommendations of that Panel have been incorporated into the final document for approval by County Council. In particular, the Panel are keen to continue supporting our lowest paid by ensuring that the equivalent of the "Real Living Wage" (RLW) as set by the Living Wage Foundation is paid from 1st April 2020. The new hourly rate is £9.30 so a Living Wage Supplement will be payable to some employees from 1st April pending the outcome of the National Pay negotiations. This will mean that an increase in pay for our lower paid will not be delayed. The cost to the Council will be in the region of £3.5K. The Panel hope that Council members will be happy to support this positive recommendation.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: Paul R. Thomas Assistant Chief Executive (People Management & Performance)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NO	YES	YES	NONE	YES	YES	NONE

2. Legal

Under Section 38(1) of the Localism Act 2011, the Council is required to approve its Pay Policy Statement by 31st March each year.



3. Finance

The contents of the Pay Policy reflect the Revenue Budget approved by County Council in February 2020.

5. Risk Management Issues

The Council is statutorily bound to have a pay policy in place by 31st March each year prior to the commencement of the forthcoming financial year.

6. Staffing Implications

This Pay Policy is applicable to all staff with the exception of teachers who are covered by a statutory pay framework.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Paul R. Thomas Assistant Chief Executive (People Management & Performance)

1. **Scrutiny Committee** – N/A
2. **Local Member(s)** – N/A
3. **Community / Town Council** – N/A
4. **Relevant Partners** – N/A

5. Staff Side Representatives and other Organisations

The politically balanced Pay Policy Advisory Panel has input into the formulation of the Pay Policy Statement, and the recommendations of that Panel have been incorporated into final document for approval by County Council.

Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

THERE ARE NONE

