

## 2.0 **CHANGES**

2.1 The following changes are worthy of mention in this year's pay statement:-

- The structure of the Councils' senior management team was changed in a report to Council agreed on the 23 January 2018. The senior structure now comprises a Chief Executive, Two Directors and Eight Heads of Service. A further Head of Service, the Joint Strategic Planning manager, although employed by this Council is a shared funded post with other Leicestershire and Rutland partner Councils.
- (Paragraph 3.4) Cost of living pay increases award have not been agreed at the time of writing this report. An offer averaging 2% for the majority of the workforce is currently being balloted by the trade unions – if this is agreed the pay rates will increase, on average, by 2% from April 2018.
- (Paragraph 11.2). The Council agreed to adopt the "Living Wage" for all of its employees from 1<sup>st</sup> April 2014. The Living Wage rate changed to £16,539 per annum (£8.75 per hour) in November 2017 from a previous level of £15,972.
- (Paragraph 11.3) The pay multiple ratio between the median average pay and the salary of the most highly paid senior officer has declined to a factor of 5.0.

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