

NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

COUNCIL – TUESDAY, 20 MARCH 2018

Title of report	PAY POLICY STATEMENT 2018/19
Contacts	<p>Councillor Richard Blunt 01530 454510 richard.blunt@nwleicestershire.gov.uk</p> <p>Chief Executive 01530 454500 bev.smith@nwleicestershire.gov.uk</p> <p>Head of Human Resources and Organisational Development. 01530 454518 mike.murphy@nwleicestershire.gov.uk</p>
Purpose of report	The Council is required by the Localism Act 2011 to prepare and approve a pay policy statement in respect of each financial year, before the commencement of that financial year. This report has been produced to provide the relevant information in accordance with the relevant provisions of the Act.
Council Priorities	Value for Money.
Implications:	
Financial/Staff	<p>The pay policy statement will apply to all of the most senior employees in the organisation.</p> <p>There are no additional costs to the Council resulting from the information in this report.</p>
Link to relevant CAT	Not Applicable.
Risk Management	None.
Equalities Impact Screening	No equality issues identified.
Human Rights	No implications.
Transformational Government	This relates to the new ways in which councils are being asked to deliver their services.
Comments of Head of Paid Service	The report is satisfactory.

Comments of Section 151 Officer	The report is satisfactory.
Comments of Monitoring Officer	The report is satisfactory.
Consultees	The report and pay statement has been provided to the Senior Officers of the Council for information.
Background papers	Held in Room 132 of the Council Offices. Some of the Background papers are confidential because they relate to individual employees.
Recommendations	THAT COUNCIL APPROVES THE COUNCIL'S PAY POLICY STATEMENT 2018/19, AS ATTACHED AT APPENDIX 1 OF THIS REPORT.

1.0 BACKGROUND

- 1.1 Under Section 38 of the Localism Act 2011, the Council is required to produce a Pay Policy Statement for each financial year, which must be approved by full Council before the beginning of the financial year to which it relates.
- 1.2 The Statement must set out the Council's policies in relation to:
 - Senior Officers
 - Its lowest paid employees; and
 - The relationship between the pay of Senior Officers and the pay of other employees
- 1.3 For the purposes of this statement 'pay' includes basic salary, bonuses and all other allowances arising from employment.
- 1.4 The proposed pay policy statement attached sets out the Council's policy and explains the processes that apply to performance management and assessment. The Policy Statement also details the other benefits payable to Senior Officers and the approach to the engagement of Interim Senior Officers who may be in receipt of a previous public sector pension.
- 1.5 In accordance with the requirements of the Localism Act, the statement details the Council's pay multiple, which is 5.0 (the relationship between the median average pay of the Council's workforce compared to the salary of the most Senior Officer (the Chief Executive). This multiple has decreased slightly from a factor of 5.8 in last year's pay statement.

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 3.5) 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 1st April 2014. The Living Wage rate changed to £15,972 per annum (£8.45 per hour) in November 2017 from a previous level of £15,594.
- (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.