

NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

COUNCIL – 26 FEBRUARY 2019

Title of report	PAY POLICY STATEMENT 2019/20
Contacts	<p>Councillor Richard Blunt 01530 412059 richard.blunt@nwleicestershire.gov.uk</p> <p>Chief Executive 01530 454500 bev.smith@newleicestershire.gov.uk</p> <p>Head of Human Resources and Organisation 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	The pay policy statement will apply to all of the most senior employees in the organisation.
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 Chief Executive	As author the report is satisfactory.
Comments of Section 151 Officer	The report is satisfactory

Comments of Deputy Monitoring Officer	The report is satisfactory
Consultees	The report and pay statement has been provided to the Senior Officers and trade unions 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 2019/20, 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 (the relationship between the median 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 5.0 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 in 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 are determined under National consultative arrangements, and a two year deal which averages an increase of 2% per year, effective from 1 April 2018 and 1 April 2019. The report shows the current pay rates.
- (Paragraph 4.5) The Car allowance rates have not changed. They remain at the same level as during 2016/17.
- (Paragraph 5.2). The pension discretions applicable to all employees including Senior Officers were reviewed and updated in September 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 £17,007 per annum (£9.00 per hour) in November 2018 from a previous level of £16,539.
- (Paragraph 11.3) The pay multiple ratio between the median pay and the salary of the most highly paid senior officer has increased slightly to a factor of 5.16. This is a minor change on the previous year when the multiple was 5.0.