



Title of Report	PAY POLICY STATEMENT 2020/21	
Presented by	Councillor Robert Ashman Deputy Leader	
Background Papers	Held in Room 125 of the Council Offices and on the I-Trent HR software system electronically. Some of the background papers are confidential because they relate to individual employees..	Public Report: Yes
Financial Implications	No additional financial implications.	
	Signed off by the Section 151 Officer: Yes	
Legal Implications	There are no implications	
	Signed off by the Monitoring Officer: Yes	
Staffing and Corporate Implications	There are no implications	
	Signed off by the Head of Paid Service: Yes	
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.	
Recommendations	THAT COUNCIL APPROVES THE COUNCIL'S PAY POLICY STATEMENT 2020/21, 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 average pay of the Council's workforce compared to the salary of the most Senior Officer (the Chief Executive)). This multiple has decreased slightly to a factor of 5.05 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 Strategic 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, The cost of living pay increase for 2020/21 had not been determined at the time this report was prepared (February 2020.) The report shows the current (February 2020) pay rates.
- (Paragraph 4.5) The car allowance rates have not changed. They remain at the same level as during 2018/19.
- (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 "Voluntary Living Wage" for all of its employees from 1st April 2014. The Living Wage rate changed to £17,578 per annum (£9.30 per hour) in November 2019.
- (Paragraph 11.3) The pay multiple ratio between the median average pay and the salary of the most highly paid senior officer has decreased slightly to a factor of 5.05. This is a minor change on the previous year when the multiple was 5.16

Policies and other considerations, as appropriate	
Council Priorities:	No specific links to Council priorities.
Policy Considerations:	The Council's Pension Discretions Policy and employee terms and conditions policies are relevant.
Safeguarding:	No specific considerations
Equalities/Diversity:	No specific considerations
Customer Impact:	No direct impacts
Economic and Social Impact:	Not applicable
Environment and Climate Change:	No direct impacts
Consultation/Community Engagement:	A copy of the report has been provided to the local trade unions and to the employees in the job roles detailed in the report.
Risks:	No specific risks
Officer Contact	Bev Smith Chief Executive Mike Murphy Head of HR and OD