

NORTH WEST LEICESTERSHIRE DISTRICT COUNCIL

COUNCIL – 22 MARCH 2016

Title of report	PAY POLICY STATEMENT 2016/17
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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 Link to relevant CAT Risk Management Equalities Impact Assessment Human Rights Transformational Government	The pay policy statement will apply to all of the most senior employees in the organisation. There are no additional costs to the Council resulting from the information in this report. Not Applicable. None. No equality issues identified. Held with the Author of the report as Background papers. No implications. This relates to the new ways in which council's are being asked to deliver their services.
Comments of Deputy Chief Executive	The report is satisfactory.

Comments of Deputy 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 127 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 2016/17, 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 5.6 (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 reduced from a factor of 5.7 in last year's pay statement.

2.0 CHANGES

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

- (Paragraph 3.2). The number of Directors has increased by one during 2015/16 with the appointment of the Interim Director of Resources. The number of permanent Directors was increased by one during 2015/16 as the previously Interim Director of Housing post was made permanent by Council in November 2015. The number of posts at the Head of Service grade has increased by one due to the appointment of an Interim Head of Economic Development.
- (Paragraph 4.4) The Car allowance rates have not changed. They remain at the same level as during 2015/16.
- (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 £15,594 per annum (£8.25 per hour) in November 2015 from a previous level of £14,837.
- Discussions are continuing at national level to seek to finalise annual pay increases across all employee groups which would normally be effective from 1 April 2016.