

# HR Committee

26<sup>th</sup> April 2017



**Report of:** Interim Director: HR, ICT & Change

**Title:** The Council's Pay Policy Statement for 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019

**Ward:** N/A

**Officer Presenting Report:** Mark Williams (Head of HR)

**Contact Telephone Number:** (0117) 92 22000

## Recommendation

That the Committee recommends the amended Pay Policy Statement to the full Council.

## Summary

The Localism Act 2011 requires local authorities to agree and publish a pay policy statement annually before the start of the financial year to which the statement relates. Any amendments must also be approved by the full Council.

## The significant issues in the report are:

- There are no material changes to the Pay Policy Statement; it has been updated to reflect the new management structure only.



## **Policy**

1. The Localism Act 2011 requires local authorities (the Full Council) to agree and publish a pay policy statement annually before the start of the financial year to which the statement relates. It is recommended to the Full Council by the HR Committee.
2. Any amendments to the pay policy statement are also recommended by the HR Committee for approval by the Full Council.

## **Consultation**

3. **Internal**  
None required as no material changes are proposed.
4. **External**  
None required.

## **Context**

5. The Pay Policy Statement explains the Council pay policies for its highest and lowest-paid employees. It is written and published in line with the Localism Act 2011 and guidance issued by the Secretary of State.

## **Proposal**

6. That the Committee recommends the amended Pay Policy Statement to the full Council.

## **Other Options Considered**

7. None.

## **Risk Assessment**

8. None.

## **Public Sector Equality Duties**

- 9a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
  - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
  - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --

- remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
- tackle prejudice; and
  - promote understanding.

9b) An Equality Impact Assessment has not been completed because no material changes are proposed.

## **Legal and Resource Implications**

### **Legal**

*"This report fulfils the legal requirement placed on the Council by s.38(1) of the Localism Act 2011 to produce an annual pay policy statement."*

Advice provided by Husinara Jones (Lawyer), 10<sup>th</sup> April 2018

### **Financial**

#### **(a) Revenue**

*"No financial comment"*

#### **(b) Capital**

*"None"*

Advice provided by Kevin Lock (Finance Manager), 9<sup>th</sup> April 2018

### **Land**

Not applicable.

### **Personnel**

*"There are no implications. The changes set out in the policy just reflect the changes made to the senior management structure following consultation."*

Advice provided by Mark Williams (Head of HR), 9<sup>th</sup> April 2018

## **Appendices:**

A – Draft amended Pay Policy Statement

## **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

### **Background Papers:**

None.