



COUNCIL – 3RD MARCH 2020

SUBJECT: PUBLICATION OF THE PAY POLICY STATEMENT 2020 /21

REPORT BY: CORPORATE DIRECTOR – EDUCATION & CORPORATE SERVICES

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to seek approval from Council for the publication of the Authority's Pay Policy 2020 / 21.

2. SUMMARY

- 2.1 The Localism Act 2011 requires Local Authorities to develop and make public their Pay Policy. This includes all aspects of Chief Officer Remuneration (including on ceasing to hold office), and also in relation to the "lowest paid" in the Council, explaining their Policy on the relationship between remuneration for Chief Officers and other groups.
- 2.2 The provisions in the Localism Act 2011 which relate to Pay Policy statements only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by school Head Teachers / Governing Bodies are, therefore, not required to be included within the scope of Pay Policy statements. This reflects the unique employment legislation position whereby all schools employees are employed by the local authority, but decisions about the appointment and management of such employees are mostly discharged by head teachers/governing bodies, as appropriate.

3. RECOMMENDATIONS

- 3.1 Council is asked to agree:
- 3.1.1 the attached Pay Policy Statement 2020 / 21 (Version 9) for publication on the Council's website.
- 3.1.2 the payment of the Foundation Living Wage hourly rate of £9.30 with effect from 1st November 2018.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 Council is asked to agree the recommendations to comply with the legislative requirements of the Localism Act 2011 with the publication of the Pay Policy 2020 / 21 and to continue to pay the Foundation Living Wage rate.

5. THE REPORT

- 5.1 The Pay Policy Statement attached contains the full details of the remuneration position for the Council for 2020 / 21 that it is required to publish under legislation.
 - 5.1.1 For Members information, negotiations are ongoing with regard to national pay awards for 2020.
- 5.2 The Pay Policy will be published on the Council's Website, and will be available for access by members of the public, press and interested pressure groups.
- 5.3 It should be noted that the Pay Policy is required to be published on an annual basis, once accepted by Council. There is a requirement under the Localism Act for this to be undertaken before the 31st March each year.
- 5.4 The Hutton Review - "Review of Fair Pay in the Public Sector" (2010) – highlighted issues around Senior Pay, and the relativities with others in the organisation. The policy statement publishes these relativities, and CCBC is well within the advisory guidelines provided. The salary utilised for the Chief Executive calculations is the salary of the Interim Chief Executive, and not that of the substantive post holder.
- 5.5 The Council pays the Foundation Living Wage rate. The previous rate was £9.00 per hour as covered in last year's Pay Policy. With effect from the 1 November 2019 this rate increased to £9.30 per hour.
- 5.6 **Conclusion**
 - 5.6.1 The Council has a legal requirement to publish a Pay Policy statement by 31st March each year. The Pay Policy statement attached at Appendix 1 is a statement of fact. National pay awards for 2020 / 21 are still subject to negotiation.

6. ASSUMPTIONS

- 6.1 There are no assumptions made within this report.

7. LINKS TO RELEVANT COUNCIL POLICIES

- 7.1 The remuneration of employees is an integral feature of our People Management Strategy and frameworks and is a fundamental feature of the employment relationship.

7.2 **Corporate Plan 2018-2023.**

The Pay Policy contributes towards or impacts the Corporate Well-being Objectives, as detailed below:

Objective 2 - Enabling employment

8. **WELL-BEING OF FUTURE GENERATIONS**

8.1 Having considered the five ways of working, the pay and grading structure contributes to the following Well-being Goal:

- A more equal Wales.

8.2 Payment of the Foundation Living Wage rate illustrates the Council's commitment to the prevention of poverty.

9. **EQUALITIES IMPLICATIONS**

9.1 With regard to the Pay Policy 2020 / 21, there are no direct potential equalities implications, as it is a statement of arrangements with effect from 1st April 2020; therefore no specific Equalities Impact Assessment has been undertaken. Any previous changes to terms and conditions have been assessed for equalities issues, as have other reports relating to CCBC employee pay issues.

9.2 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation, including:

- The Equality Act 2010, including the requirements specifically in relation to Equal Pay
- Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
- The Agency Workers Regulations 2010
- The Transfer of Undertakings (Protection of Employment) Regulations 2006, where relevant;
- The National Minimum Wage Act 1998.

10. **FINANCIAL IMPLICATIONS**

10.1 The national pay awards are still subject to agreement. Any increase in salaries will need to be funded from the Council's Revenue Budget.

11. **PERSONNEL IMPLICATIONS**

11.1 The personnel implications arising from the Pay Policy statement are outlined in the body of the report.

12. **CONSULTATIONS**

12.1 All consultation responses have been reflected in this report.

13. STATUTORY POWER

13.1 Local Government Act 1972
Localism Act 2011
Local Government (Wales) Measure 2011
Local Government (Wales) Act 2015
The Council's Constitution

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Robert Tranter, Head of Legal Services and Monitoring Officer
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Lisa Downey, HR Service Manager
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Appendices:

Appendix 1 Pay Policy Statement 2020 / 21 (Version 9)