

ITEM NO. 11

REPORT TO THE COUNCIL MEETING OF 18 MARCH 2019

Meeting: Council
Date: 18th March 2019
Subject: Pay Policy Statement
Report of: Rebecca Jenner – HR Manager
Portfolio Holder: Councillor Hadkiss
Status: Decision

1 Purpose Report

- 1.1 For Council to approve the 2019/20 Annual Pay Policy Statement which is required to meet the requirement of section 38(1) of the Localism Act (2011).
- 1.2 To provide transparency on the salaries of Chief Officers of Harborough District Council.

2 Recommendations:

- 2.1 **That Council approve the Pay Policy Statement for 2019/20 attached at Appendix A.**

3 Summary of Reasons for the Recommendations

- 3.1 The Localism Act 2011 requires all local authorities to produce a Pay Policy Statement in relation to transparency which is to be published on the Council website.
- 3.2 The Pay Policy Statement must articulate the Council's approach to a range of issues relating to the pay of its workforce.
- 3.3 The National Employers side for the JNC agreed a two year pay award for Chief Executives and Chief Officers at 2% for 2018 to 2020. This is applicable only to the Joint Chief Executives (which includes the responsibilities for Head of Paid Service).
- 3.4 The National Employers side for NJC agreed a two year pay award, 2018 to 2020 which includes the introduction of a new pay spine. This was approved by Council on the 12th November 2018. The revised NJC pay spine applies to the rest of the workforce and will be effective from the 1st April 2019.

4 Impact on Communities

4.1 There is no direct impact on communities.

5. Key Facts

5.1 The aims of the policy are to create transparency for staff and the public in connection to the pay of the Council's most senior staff. It is also intended to raise the awareness of pay difference between lower paid members of staff and those at the very top of the organisation.

5.2 The policy is essentially a collection of statements reflecting Harborough District Council's practices on pay for Chief Officers as defined in the Localism Act 2011 and under Section 2(6) of the Local Government and Housing Act 1989.

5.3 The policy meets the legislative requirements.

6 Legal Issues

6.1 All authorities are required to produce and publish a Pay Policy Statement.

7 Resource Issues

7.1 There are no direct financial implications or staffing implications, and the Pay Policy statement details current arrangements.

8 Equality Implications

8.1 There are no equality implications of this Pay Policy.

9 Impact on the Organisation

9.1 No direct impact on the organisation.

10 Community Safety Implications

10.1 None

11. Carbon Management Implications

11.1 None

12. Risk Management Implications

12.1 None

13 Consultation

13.1 Harborough District Council consult with the Trade Union, Unison, on policies in order to maintain good employee relations. Unison has been consulted regarding this policy and will be consulted again with any subsequent amendments.

14 Options Considered

14.1 This Pay Policy Statement is a statement of fact and it is a legal requirement to produce and publish a Pay Policy Statement, therefore there are no options to consider.

15 Background Papers

15.1 Localism Act 2011

Previous report(s): Pay Policy Statement 2018/19

Information Issued Under Sensitive Issue Procedure: N/A

Ward Members Notified: N/A

Appendices:

A. Pay Policy Statement 2019/20