

# PAY POLICY STATEMENT 2018/2019

Human Resources and Organisational Development



<b>Subject:</b>	<b>Pay Policy Statement 2018/2019</b>
<b>Committee:</b>	City Council
<b>Date:</b>	29 January 2018
<b>Cabinet Member:</b>	Cllr John Riley
<b>CMT Member:</b>	Tracey Lee
<b>Author:</b>	Alison Mills
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<b>Key Decision:</b>	No
<b>Part:</b>	I

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## **Purpose of the report:**

Under Section 38(1) of the Localism Act 2011 the Council is required to prepare a Pay Policy Statement by 31 March each year, for the following financial year, which is approved by the City Council. The provisions of the Act do not apply to local authority schools.

This includes remuneration and policies for the highest paid staff and the lowest paid employees. To address low pay, the Council introduced the principles of the Foundation Living Wage, by adding a discretionary, non-contractual market supplement in 2014. In line with this year's increase to the Foundation Living Wage, it is proposed to increase this top up from £8.45 to £8.75 from 1 April 2018.

Approved pay policy statements must be published on the Council's website as soon as reasonably practicable after being approved. The Act also requires that the Council includes in its pay policy statement its approach to the publication and access to information relating to the remuneration of chief officers. The Pay Policy Statement contains links to the published Statement of Accounts for 2016/17 and other remuneration data on the council's website.

Once in force it must be complied with, although it may be amended by Full Council during the financial year.

The pay award for 2018/19 for the NJC for Local Government Services, the JNC for Chief Executives and the JNC for Chief Officers is pending. The NJC pay offer is for a two year pay deal, increasing all spinal points by at least 2% in the first year from 1 April 2018. The pay claim submitted for the JNC for Chief Executives requests the generality of the NJC is followed, currently standing at 2%. Once all pay awards are confirmed, the assumptions made in this Pay Policy Statement may be affected. If this is the case, amendments will be brought to a future Full Council.

It should be noted that there is pending legislation around exit arrangements which could affect Chief Officers of the Council. The impact will be considered during implementation and may require amendments to this Pay Policy Statement for 2018/19.

The Pay Policy Statement, which is prescribed in terms of content, sets out the Council's policies in respect of remuneration. There are no proposed changes to policies; the statement is simply a summary of the key provisions as required by the Localism Act. The Council is therefore not being asked to approve the policies, but simply approve the statement which sets out existing policies.

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**Corporate Plan 2016-2020:**

The Council's Pay Policy Statement is a statutory requirement, which supports the council's values.

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**Implications for Medium Term Financial Plan and Resource Implications:  
Including finance, human, IT and land:**

The medium term financial strategy includes the financial implications of this report. Adoption of the £8.75 per hour for Foundation Living Wage from 1 April 2018 will cost the council approximately £35k for corporate employees. This is lower than previous years, as the pending national pay offer is between 6.5% - 9.19% for employees currently in receipt of a 'foundation living wage' top up.

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**Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:**

None arising directly from this report.

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**Equality and Diversity:**

Has an Equality Impact Assessment been undertaken?

No, the scope of the Pay Policy Statement remains the same as for previous years.

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**Recommendations and Reasons for recommended action:**

The City Council approves the Pay Policy Statement for 2018/19.

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**Alternative options considered and rejected:**

None, this statement is a statutory requirement.

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**Published work / information:**

Annual Statement of Accounts

<https://www.plymouth.gov.uk/sites/default/files/StatementOfAccounts201617.pdf>

Localism Act 2011

<http://www.legislation.gov.uk/ukpga/2011/20/contents/enacted>

**Background papers:**

None

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	

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**Sign off:**

Fin	pl171 8.182	Leg	lt/29603/ 180117	Mon Off	lt/dvs/ 29603.	HR	DA- HR18.0 1.2018	Assets	-	IT	-	Strat Proc	-
Originating SMT Member: Tracey Lee													
Has the Cabinet Member(s) agreed the content of the report? Yes													