

REPORT TO:	Council
REPORT NO:	HCSS/10/19
DATE:	27 March 2019
LEAD MEMBER:	Councillor David Kelly (Lead Member for Organisation - Planning and Corporate Services)
CONTACT OFFICER:	HR&OD Manager (Tel: 297510)
SUBJECT:	Annual Review of the Pay Policy Statement
WARD:	

1. PURPOSE OF THE REPORT

To seek Council approval of the revised Pay Policy Statement that sets out the Council's approach to pay. Council is required to approve the Pay Policy Statement annually in order to meet the legal requirements of the Localism Act 2011.

2. EXECUTIVE SUMMARY

- 2.1 The Pay Policy Statement was first developed and approved by Council in 2012.
- 2.2 It is a requirement of Chapter 8 of the Localism Act 2011 that the Pay Policy Statement is reviewed and published annually. The Pay Policy Statement (Appendix 1) has been reviewed in accordance with the requirements of the Act.
- 2.3 Minor changes have been made to the Pay Policy Statement to reflect Council and Executive Board approvals, and legislative changes, made since the last Statement was approved on 21 February 2018. These changes are detailed in paragraph 4.3.

- 2.4 The Council employs the Chief Executive and the Chief Officers (as described in the Localism Act.) The Senior Management structure effective from 1 April 2019, this includes Chief Officers in accordance with the JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers and JNC for Chief Executives negotiate separately on a national basis, annual cost of living pay increases. The Chief Executive and the Chief Officers employed under JNC terms and conditions are contractually entitled to any nationally determined pay rise and this Council will therefore pay these as and when determined in accordance with current contractual entitlement.
- 2.5 The Pay Policy Statement, once approved will be published on the Council's website.

3 RECOMMENDATIONS

- 3.1 That Council approve the Pay Policy Statement for publication in April 2019.**

REASONS FOR RECOMMENDATIONS

- (i) To meet the requirements of Chapter 8 of the Localism Act 2011, by ensuring that the Pay Policy Statement is reviewed and published annually.

4. BACKGROUND INFORMATION

- 4.1 The revised Pay Policy Statement is attached as Appendix 1.
- 4.2 The Pay Policy Statement has been developed in accordance with the requirements of the Localism Act 2011. This revised version refers to the Employee Pay and Reward Policy agreed by Executive Board on 9 December 2014.
- 4.3 The changes have been tracked and can be viewed in the document, the main changes include;
- Amendments to reflect the new senior management structure approved by Council on 22 November 2018 (report reference CE09/18)

an update following the review of senior pay, including the reference to the recommendations included in the Council report, 22 November 2018 HCCS/58/18, 'Review of Senior Pay 2019 - 2020. ' which reflected the changes in the senior management structure.

- updated pay information and salary tables. (Note: these will be attached following the national agreements on cost of living awards to pay, some of which have not been concluded at the time of writing this report and the changes approved by Executive Board on the NJC pay structure.)

4.4 Council approved the original Pay Policy Statement in 2012, and since then only minor changes to update the content have been made, including those listed at 4.3.

5. IMPLICATIONS

5.1 **Policy Framework** – This Pay Policy Statement is one of the HR & OD employment policies and supports the Organisation Development and Workforce Strategy.

5.2 **Budget** – There are no budgetary implications.

5.3 **Legal** – There is a legal requirement to review and publish annually the Pay Policy Statement under the Localism Act 2011.

5.4 **Staffing** – there are no implications.

5.5 **Equality/Human Rights** – The Equality Impact assessment has been reviewed, no changes were necessary.

Members are advised to consider the full Equality Impact Assessment which is available at http://vmwinsqld/equalityisalive/Menu.aspx?report_number=CSS/EIA/00124/2016. This was reviewed and updated in January 2019.

5.6 **Risks** – there are no risks identified with this pay statement.

6. CONSULTATION

6.1 Consultation has taken place with a number of stakeholders during the development of the amendments to this policy. This included relevant HODs, legal and the recognised Trade Unions. The Pay Policy Statement is an administrative document which summarises previously approved decisions.

7. **EVALUATION OF OPTIONS** – there are no further options.

8. SCRUTINY COMMITTEE COMMENTS

This has not been considered by Scrutiny.

BACKGROUND PAPERS	LOCATION	WEBSITE INFO.
Council's Pay Policy Statement (to be published once agreed)	WCBC Internet	www.wrexham.gov.uk/english/council/documents/pay_policy.htm