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## **Governance Committee: Pay Policy Statement 2018/19**

### **Background**

- 1** Each local authority must produce and publish a Pay Policy Statement (the 'statement') explaining its approach to the pay of its staff and the relationship between the highest and lowest paid staff. The statement must be approved annually before 31 March each year prior to the year to which it relates.
- 2** The current statement was approved by the Council at its meeting in February. It has been identified that elements of the statement which relate to certain pay review and pay award arrangements are not aligned to Human Resources policies and arrangements, including the scheme of officer delegations. Changes are therefore required to the previously published statement to ensure pay review arrangements are aligned. It is proposed that the changes take effect from 1 April 2018 when the policy took effect.

### **Changes required to the Pay Policy Statement**

#### **Grading Structure**

- 3** The revisions proposed **are set out at Appendix 1**. The changes are evident from the text of the Appendix.
- 4** Section 4 sets out the grading structure and explains the approach to setting and reviewing salaries of more senior officers. The changes provide more explanation of how this system works for each of the levels covered.
- 5** Section 5 deals with pay progression and these changes are also intended to provide better explanation of the arrangements in place for the different staff groups. Superfluous text has been removed.
- 6** Section 6 covers local pay awards and corrects the current description of how this is managed for the more senior appointments so as to be in line with the arrangements that have operated over the last year.
- 7** Sections 8 and 10 deal, respectively, with pay arrangements on appointment and promotion and on termination and the changes take account of some developments in these arrangements and the application of the associated redundancy policy. Some duplication is also removed.

#### **Recommended**

That the proposed revisions to the text of the Pay Policy Statement, as set out in Appendix 1, be approved.

**Lionel Barnard**

Chairman of the Governance Committee

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**Background Papers**

None