

Governance Committee

21 January 2019

Part I

Pay Policy Statement 2019/20

Report by Director of Human Resources and Organisational Change

Recommendation

That the proposed revisions to the Pay Policy Statement, as set out in Appendix 1, be endorsed for recommendation to the County Council.

1. Background

- 1.1 The Localism Act requires each local authority to produce a Pay Policy Statement (the 'statement') explaining its approach to the pay of its 'chief officers' and its 'lowest paid' employees and the relationship between the two. The statement has to be published and accessible to the public. The statement must be approved annually before 31 March each year prior to the financial year to which it relates.

2. Pay Policy Statement from 1 April 2019

Legislative changes

- 2.1 As in previous years, legislative changes have been expected in relation to public sector exit payments and as a consequence wording of the Pay Policy Statement may need to change. At the time of updating the Pay Policy the timeline for the proposed changes remains uncertain. Authority has been given to the Director of Human Resources and Organisational Change and the Director of Law and Assurance to approve any changes to the wording of the Pay Policy Statement relating to changes in legislation.

Amendments

- 2.2 Appendix 1 to this report, the Pay Policy Statement 2019/20, sets out the pay determination arrangements for all staff. Only minor changes to the Pay Policy Statement have been made since it was last updated in July 2018 and these are summarised below and the changes are highlighted in strike-through text:
- (a) Paragraph 4.5: Superfluous text has been removed, which also ensures consistency of wording with paragraph 4.4.
 - (b) Paragraph 4.7: The date of the Transfer of Undertakings (Protection of Employment) Regulations has been deleted in light of there being three versions of the Regulations, all of which may be applicable to this paragraph of the Pay Policy Statement.

Notes

- 2.3 Paragraph 6.2: The 2018/19 Pay Policy Statement made provision for a Pay Award for Strategic Management Grade, Tier 1, effective from April 2018 and thereafter every two years. At the time of writing this report this provision has not been implemented and so has been replicated within the 2019/20 Pay Policy Statement.
- 2.4 Paragraph 6.3: The 2018/19 Pay Policy Statement made provision for a Pay Award for staff on Strategic Management Grades, Tiers 2 and 3, effective from January 2019 and thereafter every two years. At the time of writing this report this provision has not been implemented and so has been replicated within the 2019/20 Pay Policy Statement.
- 2.5 The County Council publishes information relating to the remuneration of staff over a level defined by government guidance in the Annual Report and Accounts and on the West Sussex Data Store (Finance section) on the County Council's website.
- 2.6 Paragraph 14.2 highlights that in addition to the above information, the County Council is due to publish its next Gender Pay report by 31 March 2019.
- 2.7 As at 31 March 2018 the Chief Executive's taxable earnings were 1:7.97 times the median full-time equivalent taxable earnings of all other staff (excluding staff in schools).
- 2.8 As at 31 March 2018 the Chief Executive's taxable earnings were 1:12.65 times the lowest full-time equivalent taxable earnings of all other staff (excluding staff in schools).
- 2.9 The pay multiples between the highest paid salary and the median earnings from 31 March 2014 to 31 March 2018 can be found in Appendix 2.

3. Consultation

The Leader and Cabinet Member for Finance and Resources have been consulted and are supportive of the proposals.

4. Resource Implications and Value for Money

The pay policy will enable members and residents to understand the County Council's approach to pay and reward and the value for money this provides. The resources required to maintain the information have been taken into account in determining the content of the pay policy.

5. Risk Management Implications

The County Council has a statutory responsibility to maintain and publish the Pay Policy Statement.

6. Other Considerations

An Equality Impact Report is not required. However action has been taken to ensure that the Pay Policy statement is fully compliant with the Public Sector Equality Duty.

Heather Daley

Director of Human Resources and Organisational Change

Contact: Colin Chadwick 033 022 23283

Background Papers

None