

## **Pay Policy Statement 2018-19**

### **SUMMARY**

- 1.1 The Localism Act 2011 requires local authorities to prepare an annual pay policy statement and to have it approved by Council. The statement for 2018/19 is attached to this report for consideration.

### **RECOMMENDATION**

- 2.1 To approve the Pay Policy Statement for 2018/19 attached at Appendix 2.
- 2.2 To note that, when approved, the Pay Policy Statement will be published on the Council's website.

### **REASONS FOR RECOMMENDATION**

- 3.1 To comply with the requirements of the Localism Act 2011.

### **SUPPORTING INFORMATION**

- 4.1 The strands of fairness, accountability and transparency were enshrined in Section 38 of the Localism Act 2011.

This section placed a requirement on local authorities to set out the council's policies for the financial year in relation to:

- the remuneration of its Chief Officers
- the remuneration of its lowest-paid employees
- the relationship between the remuneration of its Chief Officers and other Officers

- 4.2 The definition of a 'Chief Officer' under the Act includes 'Deputy Chief Officers' which in Derby means that Service Director posts as well as Strategic Director posts and the Chief Executive are covered by the statement. The Act does not however apply to teaching staff within our schools.

- 4.3 The statement must include the definition of ‘lowest-paid employees’ and reasons for adopting that definition. It must also include the council’s policies on the remuneration of Chief Officers relating to:
- the level and elements of remuneration
  - remuneration on recruitment
  - increases and additions to remuneration
  - the use of performance-related pay
  - the use of bonuses
  - the approach to payments when employment is ceased
  - the publication of and access to this information.
- 4.4 The statement may also include other terms and conditions of Chief Officers.
- 4.5 Once approved, the statement must be complied with when the council sets its terms and conditions for Chief Officers. The statement can be changed during the year but only by Council.
- 4.6 Cabinet Office, on 4 July 2018, issued ‘The Freedom of Information, Code of Practice’ for all public authorities. The new Code provides detailed requirements about the information we should include in the Council’s Publication Scheme about Senior Managers salaries. This information will be incorporated into future Pay Policy Statements to be approved by Council. The deadline for collation and publication has been agreed with Information Governance as 31 October 2018.

#### OTHER OPTIONS CONSIDERED

- 5.1 No other options have been considered.

**This report has been approved by the following officers:**

<b>Legal officer</b> <b>Financial officer</b> <b>Human Resources officer</b> <b>Service Director(s)</b> <b>Other(s)</b>	Glen O’Connell N/A Rebecca Hilton-Barber N/A N/A
<b>For more information contact:</b> <b>Background papers:</b> <b>List of appendices:</b>	<a href="mailto:Liz.Moore@derby.gov.uk">Liz.Moore@derby.gov.uk</a> , 01332 643730  Appendix 1 – Implications Appendix 2 - Draft Pay Policy Statement 2018/19

<b>IMPLICATIONS</b>
---------------------

**Financial and Value for Money**

- 1.1 The Pay Policy sets out current remuneration arrangements for senior managers in the Council. The Council is facing an increment pressure which Corporate Leadership Team and Cabinet agreed would be funded from within directorate budgets.

**Legal**

- 2.1 The Pay Policy has been prepared in line with the requirements of the Localism Act 2011 and Guidance prepared by the Ministry for Housing, Communities and Local Government.

**Personnel**

- 3.1 The Pay Policy sets out the Council's remuneration arrangements to support recruitment and retention of skilled and motivated senior managers responsible for managing excellent services and delivery of the Council's strategic objectives.

**IT**

- 4.1 None.

**Equalities Impact**

- 5.1 The Pay Policy has been prepared mindful of relevant legislation on equality and diversity.

**Health and Safety**

- 6.1 None arising directly.

**Environmental Sustainability**

- 7.1 None arising directly.

**Property and Asset Management**

- 8.1 None arising directly.

**Risk Management and Safeguarding**

- 9.1 None arising directly.

**Corporate objectives and priorities for change**

- 10.1 None arising directly.

