

Pay Policy Statement 2015/16

21 October 2015

Report of the Chief Officer (Governance)

PURPOSE OF REPORT

To seek approval of amendments to the Pay Policy Statement for 2015/16.

This report is public

RECOMMENDATIONS

- (1) **That Council approve the amendment to the Council's Pay Policy Statement for 2015/16 as set out at Appendix One to this report.**

1.0 Introduction

- 1.1 Section 38 of the Localism Act 2011 places a requirement on local authorities to publish a Pay Policy Statement by the 31st March in each year. The Statement must be approved by resolution of Council, and this function may not be delegated.
- 1.2 The Localism Act make provision for Councils to amend their pay policy statement during the year, subject to the approval of Full Council.

2.0 Proposal Amendments

- 2.1 At its meeting on 14 July 2015, the Personnel Committee approved the adoption of the Living Wage as the base rate of pay for all employees except those on apprenticeship contracts, and recommended Council to amend the Council's Pay Policy Statement to reflect this.
- 2.2 Attached at Appendix One is a draft copy of the amended Pay Policy Statement 2015/16.

3.0 Details of Consultation

- 3.1 The recognised trade unions support the adoption of the Living Wage as the base rate of pay for all employees.

4.0 Options and Options Analysis (including risk assessment)

- 4.1 In order to comply with the Localism Act 2011, it is necessary for Council to approve a Pay Policy Statement and any amendments that are proposed. The attached draft document has been prepared by officers to accommodate the adoption of the Living Wage as the base rate of pay for all employees and to comply with the statutory requirements. Whilst it would be possible for Council to make amendments to the draft document, the approved document must meet the requirements of the Act.

5.0 Conclusion

- 5.1 Council is asked to approve the amended Pay Policy Statement 2015/16, as appended to the report.

CONCLUSION OF IMPACT ASSESSMENT**(including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing)**

None directly arising from this report. The Pay Policy Statement does not supersede the responsibilities of the Council under employment law, relating to equality and human rights.

LEGAL IMPLICATIONS

The legal implications are set out in the report.

FINANCIAL IMPLICATIONS

The additional cost of paying the Living Wage for casuals and overtime will be approximately £2,900 which can be managed from within existing establishment budgets.

OTHER RESOURCE IMPLICATIONS**Human Resources:**

The amended Pay Policy Statement 2015/16 at Appendix One has been prepared by the HR & OD Manager.

Information Services:

None

Property:

None

Open Spaces:

None

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no further comments.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments on this report, which has been prepared on her behalf in her capacity as Chief Officer (Governance).

BACKGROUND PAPERS

Full Council – 4 March 2015

Personnel Committee - 14 July 2015

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