

Pay Policy Statement 2018 - 2019

18 July 2018

Report of the Chief Executive

PURPOSE OF REPORT

For the Council to note the current position with regard the Pay Policy Statement, and agree that it can be brought to a later Council meeting

This report is public

RECOMMENDATIONS

- (1) **That Council notes the progress on revising the Pay Policy Statement for 2018 – 2019 and the revised Pay Policy Statement for 2018 – 2019 is considered, after Union consultation, by full Council on 26 September 2018.**

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 current Pay Policy Statement was agreed by Council in February 2018.
- 1.2 At the February meeting, it was agreed that an amendment to the statement be considered by Personnel Committee. It was also agreed that, following that amendment, the statement be brought to the July meeting for approval.

2.0 Proposal Details

- 2.1 The proposed amendment to the Pay Policy Statement discussed by full Council in February was in relation to former Chief Officers returning to work at the Council where they had previously been given an enhanced payment in relation to the termination of their employment, e.g. voluntary enhanced redundancy. The proposal made was to ensure that a period of 12 months had elapsed before former Chief Officers could return to work at the Council, which falls in line with the provision for all other staff.
- 2.2 This proposed amendment was discussed at Personnel Committee on 3rd April 2018, where it was agreed such a provision should be included in the 'Early Termination of Employment Policy' and then added to the Pay Policy statement, subject to consideration at JCC. Whilst JCC was due to meet on 2nd July 2018, that meeting was delayed due to the availability of union officials, and it is now expected to be held later in July, with a date to be confirmed shortly. The amendment cannot be incorporated into the Pay Policy Statement until such a time as it has been agreed formally by JCC.
- 2.3 Members will also be aware of the proposal made in relation to the restructure of the Council's senior team. Should the proposals for restructure be accepted, then the Pay Policy statement will require amendment to reflect the salary structure agreed by Personnel Committee for the newly proposed Director and Deputy Director roles. Therefore, a single revised policy may be presented on the 26 September 2018.

3.0 Conclusion

3.1 Council is asked to adopt the recommendation.

CONCLUSION OF IMPACT ASSESSMENT (including Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing) None directly arising from this report.	
LEGAL IMPLICATIONS There are no legal implications.	
FINANCIAL IMPLICATIONS There are no financial implications.	
OTHER RESOURCE IMPLICATIONS Open Spaces, ICT, Property: None There are no resource implications.	
DEPUTY SECTION 151 OFFICER'S COMMENTS The Deputy s151 Officer has been consulted and has no comments	
MONITORING OFFICER'S COMMENTS The Monitoring Officer has been consulted and has no further comments.	
BACKGROUND PAPERS None	Contact Officer: Dave Rigby Telephone: 01524 582180 E-mail: darigby@lancaster.gov.uk Ref: