

PERSONNEL COMMITTEE

URGENT BUSINESS Pay Policy Statement 2020-2021 12 March 2020

Report of the Head of HR

PURPOSE OF REPORT

To ask that Personnel Committee consider and recommend to Full Council the Pay Policy Statement for 2020 – 2021 as required by the Localism Act 2011.

This report is public.

RECOMMENDATION

- (1) To consider and recommend to Full Council, on 18 March 2020, the Pay Policy Statement 2020-21.

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. This includes the remuneration of its chief officers. This Statement must be approved by resolution of Council, and this function may not be delegated. The Statement sets out the Council's arrangements relating to:
- the remuneration of its Chief Officers;
 - the remuneration of its lowest-paid employees, and
 - the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

- 1.2 The Pay Policy Statement has been prepared in accordance with the requirements of the Localism Act 2011 and having regard to the guidance issued by the Department for Communities and Local Government (DCLG) under Section 40 of the Act.

2.0 Proposal Details

- 2.1 During the course of the year, if the Authority makes any determination relating to the remuneration or any other terms and conditions of a Chief Officer, it must comply with its Pay Policy Statement.
- 2.2 It is recommended that the revised Pay Policy Statement be effective from 1st April 2020.

3.0 Details of Consultation

There has been no consultation, but in preparing the revised Statement, regard has been had to Government guidance.

4.0 Options and Options Analysis (including risk assessment)

In order to comply with the Localism Act 2011, it is necessary for Council to approve a Pay Policy Statement.

5.0 Conclusion

- 5.1 Personnel Committee is requested to approve the Pay Policy Statement for 2020-2021.

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing): None directly arising from this report.	
LEGAL IMPLICATIONS The legal requirement to publish the annual Pay Policy Statement is contained within the report.	
FINANCIAL IMPLICATIONS There are no financial implications arising from approval of the Pay Policy Statement. Salaries and payments within the statement have previously been agreed at full Council, and budget provision has made in accordance with previous agreements.	
OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces The Pay Policy Statement 2020 - 2021 has been prepared by the Head of HR	
SECTION 151 OFFICER'S COMMENTS The s151 Officer has been consulted and has no additional comments.	
MONITORING OFFICER'S COMMENTS The role of Chief Officers is critical to the performance of the Council. The Head of Paid Service, S151 Officer and Monitoring Officer are statutory post and must be maintained.	
BACKGROUND PAPERS Pay and Grading Structure Guidance issued by the Department for Communities and Local Government (DCLG) under Section 40 of the Localism Act 2011.	Contact Officer: Jayne Cordley-Williams Telephone: 01524 582179 Email: jcwilliams@lancaster.gov.uk Ref: