

REPORT TO	ON
Council	21 March 2018

September 2017



TITLE	REPORT OF
<i>Pay Policy 2018/19</i>	<i>Interim HR Manager</i>

Is this report confidential?	No
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1. PURPOSE OF THE REPORT

1.1 The Localism Act 2011 requires all local authorities to set out its position on a range of issues relating to the remuneration of its employees. The Pay Policy must be approved by the Council in open forum, by the end of March each year and then be published on its website.

2. RECOMMENDATIONS

2.1 The Council approves the Pay Policy statement.

3. CORPORATE PRIORITIES

The report relates to the following corporate priorities

Clean, green and safe		Strong and healthy communities	
Strong South Ribble in the heart of prosperous Lancashire	√	Efficient, effective and exceptional council	√

4. BACKGROUND TO THE REPORT

4.1 The purpose of the Pay Policy statement is to ensure there is transparency as to how pay and remuneration is set by the Council, for all of its employees and particularly for its most senior level posts.

5. DETAIL

The Pay Policy sets out the current approach to the remuneration of all posts within the Council. In particular it specifies certain mandatory requirements that must be detailed within the Policy. This refers to:-

- The pay structure of the Council and how it is set.
- Chief officer remuneration
- The recruitment arrangements for a Chief Officer.
- The relationship between the salaries of Chief Officers and other employees.

- Details of the lowest paid posts within the Council.
- Termination of employment payments.

In addition, the Council already publishes separately pay and remuneration details of its senior managers on its website as required by the Transparency Act.

The Council has now brought together certain terms and conditions regarding time off with pay and so forth for Reservists into a Reservists Policy, in order to support Reservists, whilst employed by the Council.

7. WIDER IMPLICATIONS AND BACKGROUND DOCUMENTATION

7.1 Comments of the Statutory Finance Officer

The senior management posts and grades in the Pay Policy reflect the approved senior management restructure. The estimated financial implications of the senior management restructure are reflected in the proposed 2018/19 Revenue Budget and the Medium Term Financial Strategy for the next 5 years.

7.2 Comments of the Monitoring Officer

The Pay Policy has been prepared to ensure the Council complies with the requirements of the Localism Act 2011.

<p>Other implications:</p> <ul style="list-style-type: none"> ▶ Risk ▶ Equality & Diversity ▶ HR & Organisational Development ▶ Property & Asset Management ▶ ICT / Technology 	<p>The Localism Act places a legal requirement for this information to be published annually.</p> <p>An equality impact assessment will be done prior to the policy being published.</p> <p>Pay and remuneration need to be fair and transparent in order to recruit and retain staff. Pay should be proportionate to staff's level of responsibility within the organisation. Unfair pay can lead to low staff satisfaction and morale.</p>
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8. BACKGROUND DOCUMENTS (or there are no background papers to this report)

Redundancy Policy

Report Author:	Telephone:	Date:
Gail Collins	01772 625268	06/03/2018