

BARNSELEY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan

**Report of the Service Director
Human Resources & Business Support**

Implementation of the 2018/19 Pay Policy Statement

1. Purpose of Report

The purpose of this report is to seek approval to implement the council's 2018/19 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

2. Recommendations

That approval is given to implement the 2018/19 Pay Policy Statement contained at Appendix 1 with effect from 1st April 2018.

3. Introduction

- 3.1 Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The statement must articulate the council's policy towards the pay of the workforce, particularly Chief Officers and lowest paid employees.
- 3.2 The Act requires that Pay Policy Statements are produced annually, are considered by full council and are published on the council's website.

4. Proposal and Justification

- 4.1 The 2018/19 Pay Policy Statement has been reviewed in accordance with the Act and has been updated with the following:
- Paragraph 2.4 - to reflect the updated School Teachers Pay and Conditions Document 2017.
 - Paragraph 4.1 - Updated lowest and highest paid salaries and pay multiple.

5. Consideration of Alternative Approaches

- 5.1 An alternative option would be to not produce a Pay Policy Statement. However this would contravene section 38(1) of the Localism Act 2011. Consequently this is not a realistic option.

6. Delivering Sustainable Community Strategy Ambitions and Local Area Agreement Outcomes

- 6.1 None directly arising from this report.

7. Compatibility with European Convention on Human Rights

- 7.1 This proposal is compatible with the European Convention of Human Rights Act Article 14: Prohibition of Discrimination in the Enjoyment of Convention Rights.

8. Promoting Equality and Diversity and Social Inclusion

- 8.1 The implementation of this policy will ensure that any issues relating to pay are applied fairly and consistently.

9. Risk Management Issues, including Health and Safety

- 9.1 The recommended policy provides information on how the council remunerates its employees and as such provides a standard framework to be applied to employee remuneration therefore reduces the risk of inconsistencies in this area.

10. Financial Implications

- 10.1 None arising from this report.

11. Employee Implications

- 11.1 The proposed Pay Policy Statement applies to all employees except those employed in locally managed schools and brings together a number of existing policies and local agreements in one document.
- 11.2 The Trade Unions have been informed about the updated Pay Policy Statement.

12. Legal Implications

The Pay Policy consolidates a number of existing policies that have previously been reviewed by Legal Services.

13. Glossary

DCLG – Department for Communities and Local Government.

14. List of Appendices

Appendix 1 – 2018/19 Pay Policy Statement.

15. Background Papers

- 15.1 DCLG Guidance: Openness and Accountability in Local Pay February 2012.
- 15.2 DCLG Guidance: Openness and Accountability in Local Pay Supplementary Guidance February 2013.
- 15.3 DCLG Local Government Transparency Code 2014.
- 15.4 Localism Act 2011

These documents are contained in working files in Human Resources and are available for inspection.