

## BARNSELY 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 Director of  
Human Resources, Performance &  
Communications

### **Implementation of the 2016/17 Pay Policy Statement**

#### **1. Purpose of Report**

The purpose of this report is to seek approval to implement the council's 2016/17 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

#### **2. Recommendations**

**That approval is given to implement the 2016/17 Pay Policy Statement contained at Appendix B with effect from 1<sup>st</sup> April 2016.**

#### **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 senior staff 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 2016/17 Pay Policy Statement has been reviewed in accordance with the Act and has been updated to reflect the updated School Teachers Pay and Conditions Document 2015 and to reflect the implementation of the protocol which allows changes to working practices.

#### **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 B – 2016/17 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.

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

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