

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 Service Director
Human Resources**

Implementation of the 2019/20 Pay Policy Statement

1. Purpose of Report

The purpose of this report is to seek approval to implement the council's 2019/20 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

2. Recommendations

That approval is given to implement the 2019/20 Pay Policy Statement contained at Appendix 1 with effect from 1st April 2019.

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 2019/20 Pay Policy Statement has been reviewed in accordance with the Act and has been updated with the following:
 - Paragraph 2.2 has been amended to reflect changes to Service Director pay
 - Paragraph 2.3 is new to reflect changes to Service Director pay
 - Paragraph 2.4 - to reflect the updated School Teachers Pay and Conditions Document 2018.
 - 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. Implications for Local People/Service Users

- 6.1 There are no implications for local people and service users arising from this report.

7. Financial Implications

- 7.1 There are no direct financial implications for the council as a result of this report.

8. Employee Implications

- 8.1 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.

9. Legal Implications

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

10. Communications Implications

- 10.1 To comply with mandatory requirements the Pay Policy will be published on the council's website.

11. Consultations

- 11.1 The Senior Management Team was consulted on 26th February 2019.
- 11.2 The Pay Policy was circulated to the Trade Unions on 25th February 2019 and was discussed at the Employee Relations Forum on 27th February 2019.

12. Promoting Equality and Diversity and Social Inclusion

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

13. Risk Management Issues

- 13.1 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.

14. Glossary

DCLG – Department for Communities and Local Government.

15. List of Appendices

Appendix 1 – 2019/20 Pay Policy Statement.

16. Background Papers

- 16.1 DCLG Guidance: Openness and Accountability in Local Pay February 2012.
- 16.2 DCLG Guidance: Openness and Accountability in Local Pay Supplementary Guidance February 2013.
- 16.3 DCLG Local Government Transparency Code 2014.
- 16.4 Localism Act 2011

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

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made