

WIRRAL COUNCIL

EMPLOYMENTS AND APPOINTMENTS COMMITTEE

28 FEBRUARY 2012

SUBJECT:	PAY POLICY STATEMENT 2012/13
WARD/S AFFECTED:	ALL
REPORT OF:	DIRECTOR OF LAW, HR AND ASSET MANAGEMENT
RESPONSIBLE PORTFOLIO HOLDER:	COUNCILLOR TOM HARNEY
KEY DECISION	YES

1.0 EXECUTIVE SUMMARY

1.1 The purpose of this report is for The Employment and Appointments Committee to note The Council's Pay Policy Statement for the financial year 2012/13.

2.0 RECOMMENDATION/S

2.1 It is recommended that The Employment and Appointments Committee:

- (i) Note The Council's Pay Policy Statement 2012/13.
- (ii) Note the proposed introduction of The Living Wage, subject to Cabinet approval.
- (iii) Note the responsibility of The Employment and Appointments Committee to ensure the provisions set out in the Pay Policy are applied consistently throughout the Council, and recommend any amendments to The Full Council.

3.0 REASON/S FOR RECOMMENDATION/S

3.1 The Council is required by Section 38 of The Localism Act 2011 to prepare a Pay Policy Statement for the financial year 2012/13, and each subsequent financial year.

3.2 The draft statutory guidance on The Localism Act 2011 recommends that a Committee be given responsibility to coordinate a collective review of the appropriateness of the Pay Policy Statement at least annually, and to make recommendation to The Full Council.

4.0 BACKGROUND

- 4.1 The Localism Act received Royal Assent on 15 November 2011. Chapter 8 of the Act refers to 'Pay Accountability' and sets out the requirements for Councils to determine and publish annual pay policy statements. The requirements of The Localism Act include:
- i. The Pay Policy statement to be approved by The Full Council, in advance of the financial year to which it relates.
 - ii. The first Pay Policy Statement to be prepared for 2012/13.
 - iii. The Pay Policy Statement to be published on the Council website.
- 4.2 The Pay Policy Statement is required to set out the Council's policies relating to the following:
- i. Chief Officer remuneration, including salary, allowances, and enhancements at termination.
 - ii. Remuneration of its lowest paid employees.
 - iii. The relationship between Chief Officer remuneration and that of other employees.

5.0. THE PAY POLICY STATEMENT

- 5.1. The Pay Policy Statement 2012/13, which meets the requirements of The Localism Act 2011, is attached at Appendix One for the consideration of The Employment and Appointments Committee.
- 5.2. The Pay Policy can be amended by resolution. This includes in-year amendments.

6.0. THE LIVING WAGE

- 6.1. Cabinet, on 21 July 2011 (minute 58) resolved that:
- Officers be requested to report to a future Cabinet meeting on the implications of bringing those Council employees earning below £7.20 per hour up to that level of pay (referred to as a living wage).
- 6.2 The proposed Pay Policy Statement 2012/13 includes a revised pay structure to take account of the Living Wage, and ensure all Council employees are paid at a rate equal to or higher than the Living Wage hourly rate of £7.20. By introducing the Living Wage, scp 4, 5, 6 and 8 of the Local Government Services (LGS) salary rates are deleted, and the entry level grade at Band A is scp 9 at £7.20 per hour, equivalent to £13,516 per annum. The current salary rates and the proposed salary rates are attached at Appendix Two and Appendix Three respectively.
- 6.3 The proposed change affects 38 employees who are employed on a casual basis at the current Band A (scp 4-6: £6.47 - £6.65 per hour) and 80 casual coaches who are currently paid at £6.88 per hour.. These employees will move to scp 9 at the new rate of £7.20 per hour.
- 6.4 The proposed change also affects 148 employees, including 88 casual employees who are paid at the current Band B (scp 8: £7.02 per hour). These employees will move to the scp 10 at the new rate of £7.39 per hour.

7.0 RELEVANT RISKS

- 7.1 The Council is required to prepare and approve its Pay Policy Statement 2012/13 before 31 March 2012. The Council will be at risk of not meeting the requirements of The Localism Bill 2011 if this is not achieved.

8.0 OTHER OPTIONS CONSIDERED

- 8.1 No other options were considered as The Pay Policy Statement is a requirement of The Localism Act 2011.

9.0 CONSULTATION

- 9.1 The Trade Unions have been invited to comment on The Council's Pay Policy Statement.

10. IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

- 10.1 There are no implications for voluntary, community or faith groups arising from this report.

11. RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

- 11.1 The cost of introducing The Living Wage is £28,200 including on-costs. The introduction of The Living Wage is subject to Cabinet approval.

12. LEGAL IMPLICATIONS

- 12.1 The Council is required to meet the requirements of The Localism Act 2011.

13.0 EQUALITIES IMPLICATIONS

- 13.1 The EIA for The Pay Policy is attached at Appendix Four.

- 13.2 Equality Impact Assessment (EIA)

(a) Is an EIA required? Yes

(b) If 'yes', has one been completed? Yes

14 CARBON REDUCTION IMPLICATIONS

- 14.1 There are no carbon usage implications or other relevant environmental issues arising from this report.

15. PLANNING AND COMMUNITY SAFETY IMPLICATIONS

15.1 There are no planning and community safety implications arising from this report.

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APPENDICES

Appendix One: The Pay Policy Statement 2012/13.
Appendix Two: The current Salary Rates
Appendix Three: The proposed Salary Rates
Appendix Four: The Pay Policy Statement EIA.

REFERENCE MATERIAL

There is no reference material for this report.

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Cabinet	21 July 2011