

## WIRRAL COUNCIL

### CABINET 10 MARCH 2014

<b>SUBJECT</b>	<b>Pay Policy Statement 2014/15</b>
<b>WARDS AFFECTED</b>	<b>All</b>
<b>RESPONSIBLE PORTFOLIO HOLDER:</b>	<b>Councillor Adrian Jones</b>
<b>KEY DECISION</b>	<b>Yes</b>

#### 1. EXECUTIVE SUMMARY

1.1 The purpose of the report is to set out the requirements of the Council's Pay Policy and for Cabinet to consider the recommendation to Council at its meeting of 10 March 2014, approval of the Council's Pay Policy 2014/15 as set out in Appendix One of the report .

#### 2. BACKGROUND

2.1 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:

- The Pay Policy statement to be approved by The Full Council, in advance of the financial year to which it relates.
- The Pay Policy Statement to be published on the Council website.

2.2 The Pay Policy Statement is required to set out the Council's policies relating to the following:

- Chief Officer Remuneration, including salary, allowances, and enhancements at termination.
- Remuneration of its lowest paid employees.
- The relationship between Chief Officer Remuneration and that of other employees.

#### 3. THE PAY POLICY STATEMENT

3.1 The Pay Policy Statement 2014/15 is attached at Appendix One for the consideration of Full Council.

3.2 The Department of Communities and Local Government (DCLG) have made some recommendations to revise the code on data transparency and there has been national consultation on this. If approved, this may mean changes to the Pay Policy statement. In this event Council will be updated of the changes.

3.3 The Pay Policy can be amended by resolution of Council. This includes in-year amendments.

#### **4. KEY CHANGES AND UPDATES FROM THE 2013/14 STATEMENT**

4.1 The 2014/15 statement reflects key changes and updates that have occurred within the last financial year as follows;

- Incorporation of guidance in relation to termination packages in excess of £100,000 in total being subject to vote by full council (refer to Paragraph 8.3 of pay policy statement).
- The changes to the Living Wage from 1 November 2013 (refer to Paragraph 3.13 of pay policy statement)
- The implementation of a local Collective Agreement to change terms and conditions of employment signed in May 2013 (refer to Paragraph 3.10 of pay policy statement).
- The implementation of auto-enrollment of employees to the Pension scheme (refer to Paragraph 7.2 of pay policy statement).

#### **5. RELEVANT RISKS**

5.1 The Council is required to prepare and approve its Pay Policy Statement 2014/15 before 31 March 2014. The Council will be at risk of not meeting the requirements of The Localism Act 2011 if this is not achieved.

#### **6. OTHER OPTIONS CONSIDERED**

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

#### **7. CONSULTATION**

7.1 The Trade Unions were invited to comment on the Pay Policy Statement 2013/14 and have been consulted on the key updates and changes for the 2014/15 statement.

#### **8. IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

8.1 None

#### **9. RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS**

9.1 The cost of introducing The Living Wage is £15,000 including on-costs. This will be built into departmental budgets under the provision for pay growth.

#### **10. LEGAL IMPLICATIONS**

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

## 11. EQUALITIES IMPLICATIONS

11.1 The EIA is available at:

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/law-hr-asset-management>

## 12. CARBON REDUCTION IMPLICATIONS

12.1 Not applicable for this report.

## 13. PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 Not applicable for this report.

## 14. RECOMMENDATION/S

That Cabinet recommend to Council at its meeting of 10 March 2014 approval of the Council's Pay Policy 2014/15 as set out in Appendix One of the report.

## 15. REASON/S FOR RECOMMENDATION/S

15.1 The Council is required by Section 38 of The Localism Act 2011 to prepare a Pay Policy Statement for each financial year.

## APPENDICES

Appendix One: The Pay Policy Statement 2014/15

## REFERENCE MATERIAL

None

## SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Pay Policy Statement (2013/14)	5 March 2013
Pay Policy Statement (2012/13)	1 March 2012