



COUNCILLOR PHIL DAVIES

CABINET
MONDAY 27 FEBRUARY 2017

PAY POLICY 2017/18

Councillor Phil Davies, The Leader of The Council, , said:

“The Pay Policy Statement 2017/18 – if agreed – demonstrates our commitment to the Living Wage and on ensuring our Pay Policy is fair, equitable and sustainable.”

REPORT SUMMARY

The Localism Act 2011 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 Full Council, in advance of the financial year to which it relates.
- The Pay Policy Statement to be published on the Council website.

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.

RECOMMENDATION/S

Cabinet to agree the introduction of the revised National Living Wage rate of £8.45 per hour, effective from 1 April 2017.

Cabinet to consider and recommend to Council the approval of the Council's Pay Policy Statement for the financial year 2017/18.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

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

2.0 OTHER OPTIONS CONSIDERED

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

3.0 BACKGROUND INFORMATION

Key Changes

The 2017/18 statement reflects key changes and updates that have occurred within the last financial year as follows:

The Living Wage

A new National Living Wage rate was announced by The Living Wage Foundation on 1 November 2016. The new Living Wage rate is £8.45 per hour, an increase of 20p.

The introduction of the new Living Wage rate has implications for the Council's pay grades as follows:

- Band A, SCP10 will increase to the Living Wage rate of £8.45.
- Band B, SCP11 will increase from the pay award rate of £8.4602 to the local rate of £8.5497.
- SCP12 to be no longer used.
- Band C will include two SCP's: SCP13 at £8.70 and SCP14 at £8.85.
- Any employee on SCP12 will increment to SCP13, effective 1 April, 2017.

4.0 FINANCIAL IMPLICATIONS

The cost of implementing the Living Wage rate (effective 1 April 2017) and adjustment to the Council's pay grades as detailed above is approximately £14,000 including on-costs. This will be built into departmental budgets under the provision for pay growth.

The cost of the pay awards, including NJC, JNC (Craft, Youth and Community, Chief Officers) and the Soulbury Committee has been made in the 2016-17 budget proposals (1% budget provision made).

5.0 LEGAL IMPLICATIONS

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

6.0 RESOURCE IMPLICATIONS: STAFFING, ICT AND ASSETS

There are not any resource implications arising from this report.

7.0 RELEVANT RISKS

The Council is required to prepare and approve its Pay Policy Statement 2017/18 before 31 March 2017. The Council will be at risk of not meeting the requirements of The Localism Act 2011 if this is not achieved.

8.0 ENGAGEMENT/CONSULTATION

The Trade Unions have been consulted on the key updates and changes for the 2017/18 Pay Policy.

9.0 EQUALITY IMPLICATIONS

The EIA is available at:

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APPENDICES

Appendix One: The Pay Policy Statement 2017-18

REFERENCE MATERIAL

N/A

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Council	14 March 2016
Council	12 March 2015
Council	10 March 2014
Council	5 March 2013
Council	1 March 2012