

MINUTE EXTRACT

EMPLOYMENT AND APPOINTMENTS COMMITTEE – 3 MARCH 2020

24 PAY POLICY 2020/21

Tony Williams, Head of Human Resources, introduced a report which set out information on the Council's Pay Policy, which provided transparency with regard to the Council's approach to setting pay by identifying:

- the methods by which salaries of all employees were determined;
- the detail and level of the salary package of its most senior staff;
- the Head of Paid Service's responsibility for ensuring the provisions set out in the statement were applied consistently throughout the Council and recommending any amendments to Full Council.

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

The 2020/21 statement reflected key changes and updates that had occurred within the last financial year, including a new Foundation Living Wage rate which had been announced by The Living Wage Foundation in November 2019 as £9.30 per hour, an increase of 30p. The Council used the National Joint Council (NJC) nationally negotiated pay spine as the basis for its pay structure. The starting spinal column point was currently £9.25 an hour. Although no nationally agreed pay award had been made yet, the predicted increase for the NJC pay award for 2020/2021 meant that the starting spinal point would increase above the living wage rate of £9.30 by April 2020.

In response to Members' comments, Tony Williams informed the Committee that although 'Matrix' was the preferred supplier for the recruitment of agency workers, which the Council was duty bound to use under its contract, it was possible to go outside of the 'Matrix' system if recruitment could not be achieved via this, in accordance with the Employment Procedure Rules. With regard to IR35 (off payroll working rules), procedures were in place and a report would be brought to the successor committee.

Resolved – That it be recommended to Council that the Pay Policy Statement for 2020/21, be approved.