



POLICY AND RESOURCES COMMITTEE

Wednesday, 17 March 2021

REPORT TITLE:	PAY POLICY 2021-2022
REPORT OF:	CHIEF EXECUTIVE

REPORT SUMMARY

In line with the Localism Act 2011 (the Act), the purpose of the Council's Pay Policy is to provide transparency with regard to the Council's approach to setting pay by identifying:

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

RECOMMENDATION/S

The Policy & Resources Committee are asked to:

Recommend to Council the approval of the Pay Policy Statement for the financial year 2021/22.

SUPPORTING INFORMATION

1.0 REASON/S FOR RECOMMENDATION/S

- 1.1 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

- 2.1 No other options were considered as the Pay Policy Statement is a requirement of the Localism Act 2011. There are a range of policies and discretions contained within the Pay Policy statement itself relating to pay and terms and conditions.

3.0 BACKGROUND INFORMATION

- 3.1 The draft Pay Policy Statement details the Council's current arrangements, using the definitions contained in the Localism Act and associated guidance.
- 3.2 The Localism Act also requires the Council to have regard to statutory guidance entitled 'Openness and accountability in local pay' under the Transparency Agenda.

3.2.1 Key Changes

The 2021/22 statement reflects key changes and updates that have occurred within the last financial year as follows:

The Living Wage

A new Foundation Living Wage rate was announced by The Living Wage Foundation in November 2020. The new Living Wage rate is £9.50 per hour, an increase of 20p.

Constitutional Changes

The Pay Policy Statement 2021-2022 has been updated to reflect the constitutional changes made in line with the Committee System.

4.0 FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from this report. The budget for salary, and associated oncosts are distributed across the directorates and informed by the Pay Policy.

5.0 LEGAL IMPLICATIONS

- 5.1 Section 38 of the Localism Act 2011 requires the Council to prepare a Pay Policy Statement for each financial year by 31 March.
- 5.2 The Council remains bound by relevant employment (and other) legislation as the employer and any changes which may be proposed by the policy must bear in mind the requirements of such legislation.

5.3 The Council can amend the pay policy on an annual basis as required by the Act but may also amend the policy as needed to take into account changing legislative requirements.

6.0 RESOURCE IMPLICATIONS: STAFFING, ICT AND ASSETS

6.1 There are no resource implications.

7.0 RELEVANT RISKS

7.1 The Council is required to prepare and approve its Pay Policy Statement by 31 March each year. 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

8.1 The Trade Unions have been consulted on the key updates and changes for the 2021/2022 Pay Policy.

9.0 EQUALITY IMPLICATIONS

9.1 Wirral Council has a legal requirement to make sure its policies, and the way it carries out its work, do not discriminate against anyone. An Equality Impact Assessment is a tool to help council services identify steps they can take to ensure equality for anyone who might be affected by a particular policy, decision or activity.

9.2 The Council operates all pay arrangements within the requirements of the Equality Act 2010. All pay arrangements are regularly reviewed and assessed to identify any equality issues (see separate reports on this agenda).

10.0 ENVIRONMENT AND CLIMATE IMPLICATIONS

10.1 The content and recommendations contained within this report are expected to have no impact on emissions of greenhouse gases.

REPORT AUTHOR: **Jenny Woods**
(Jenny Woods)
telephone:
email: jennywoods@wirral.gov.uk

APPENDICES

Appendix 1 Pay Policy Statement 2021-2022

BACKGROUND PAPERS

Localism Act <https://www.legislation.gov.uk/ukpga/2011/20/contents/enacted>

None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Council	3 March 2020
Council	18 March 2019
Council	9 March 2018