

Regulatory and Other Committee

Open Report on behalf of Debbie Barnes

Report to:	Pay Policy Sub Committee
Date:	07 February 2017
Subject:	Pay Policy Statement 2017-18

Summary:

The Localism Act 2011 requires all local authorities to agree on an annual basis, pay policy statements, which are compliant with the provisions of the Act, and then subsequently to publish them.

The Sub-Committee is requested to note that the policy has been updated to reflect:

- Pay Multiple between the salary of the highest paid employee and the median full time equivalent salary (paragraph 25)
- Gender Pay Gap Information requirements (paragraph 29)
- Revised pay bands at Appendix A for the Chief Executive, Corporate Management Board, Senior Leadership roles and the Fire & Rescue Service Management Team.

Recommendation(s):

To agree the Pay Policy Statement in Appendix A.

Background

The requirement for Councils formally to adopt pay Policy Statements was introduced in the Localism Act 2011, followed by Guidance from DCLG. In line with this guidance it is considered good practice for this sub-committee to consider the Statement before it is presented to Full Council for approval. The Statement itself has been prepared in line with the requirements of the legislation and the best practice put forward in the guidance.

Conclusion

The Pay Policy Statement sets out the County Council's policy on pay and conditions for senior managers and employees (excluding operational fire fighters and schools based employees). This ensures that the Council has a fair and transparent approach to these matters.

Consultation

a) Policy Proofing Actions Required

N/A

Appendices

These are listed below and attached at the back of the report	
Appendix A	Pay Policy Statement

Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
http://www.lincolnshire.gov.uk/jobs/manuals/employment_manual	

This report was written by Fiona Thompson, who can be contacted on 01522552207 or fiona.thompson@lincolnshire.gov.uk.