

Open Report on behalf of Debbie Barnes

Report to:	Pay Policy Sub Committee
Date:	02 February 2016
Subject:	Pay Policy Statement 2016-17

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:

With regard to the implementation of the National Living Wage from 1st April 2016, which sets a compulsory minimum hourly pay rate of £7.20, it is unlikely that a conclusion will be reached on national pay negotiations by then. The pay spine has not yet been amended, but subject to advice from the National Employers, preparations will be made for employees currently paid on scale points 2 and 3 to be temporarily increased in accordance with the National Living Wage.

That the policy has been updated to reflect changes as a result of changes in national terms and conditions affecting an allowance paid to the Director for Public Health and to pay for the Fire & Rescue Service Management Team. All other pay scales remain the same as 2015-16 Pay Policy Statement as pay claims for 2016/17 are currently ongoing.

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	

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