

Regulatory and Other Committee

Open Report on behalf of Debbie Barnes

Report to:	Pay Policy Sub Committee
Date:	04 July 2016
Subject:	Update to 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. Any further amendments to the policy also need to be agreed.

The Sub-Committee is requested to note:

That in May 2016 the national negotiations on the NJC for Local Government Employees (Green Book) pay were concluded. A two year pay award was agreed. This provides a 1% increase from 1st April 2016 and a further 1% increase from 1st April 2017, with some larger increases at the lower grades. These increases ensure that the pay scales are compliant with the National Living Wage from 1st April 2016. The National Employers have advised that they will start consultation with Employers very soon to consider options for the further increases that will be required in order to comply with the future increases in the National Living Wage.

That the national agreement of a 1% pay increase was concluded, effective from 1st January 2016 for Fire Services Management Team and national agreements of 1% increase from 1st April 2016 in respect of the JNC for Chief Executives and JNC for Chief Officers.

That the pay policy statement has been updated to include a provision for the Repayment of Public Sector Exit Payments Regulations 2016.

Recommendation(s):

To note the Pay Policy Statement in Appendix A for recommendation to Full Council.

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.

In addition to the Pay Policy Statement being updated to reflect national pay awards, it has been also updated to reflect the provisions of the Repayment of Public Sector Exit Payments Regulations 2016.

This requires that for those employees who were earning a salary of £80,000 or more and who leave after the Regulations come into force, (expected July 2016) with a qualifying exit payment and who are subsequently re-employed in any part of the public sector, that they be required to repay their qualifying exit payment.

A summary of the key aspects of the draft Public Sector Exit Payments Regulations 2016 is set out in Appendix B.

N.B. There may be further amendments to the Pay Policy Statement 2016 as a result of the planned Public Sector Exit Cap Regulations, due to be implemented on or around 1st October 2016. This will depend upon the final details, once these are issued by HM Treasury.

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 2016-17
Appendix B	Summary of the Repayment of Public Sector Exit Payments Regulations 2016

Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

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