



Regulatory and Other Committee

Open Report on behalf of Andrew Crookham, Executive Director - Resources

Report to:	Pay Policy Sub Committee
Date:	21 January 2020
Subject:	Pay Policy Statement 2020-21

Summary:

Pay Policy Statement

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:

- Section 25 Pay Multiples updated
- Appendix A - Senior Leadership roles updated

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
Employment Manual	http://www.lincolnshire.gov.uk/jobs/manuals/employment_manual

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