

Agenda Item No: 19 **Report No:** 66/16
Report Title: Pay Policy Statement
Report To: Council **Date:** 11 May 2016
Cabinet Member: Councillor Andy Smith, Leader of the Council

Ward(s) Affected: All
Report By: Alan Osborne, Director of Corporate Services
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Purpose of Report:

To present a Pay Policy Statement for the financial year 2016/17 for approval by Council in accordance with section 38 of the Localism Act 2011.

Officers Recommendation(s):

- 1 To adopt the Pay Policy Statement attached at Appendix A for the financial year 2016/17.
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Reasons for Recommendations

- 1 The Localism Act 2011 places an obligation on local authorities to be more accountable to the communities they serve. Chapter 8 of the Act requires the Council to adopt and publish a Pay Policy Statement.

We are required to keep the Statement up to date and it has now been reviewed to take account of latest statistical data.

Information

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- 2.1 The 2016/17 Statement drafted for Lewes District Council is appended to this report.

- 2.2** The revised version is presented to Council for consideration and recommendation for its approval. It will then replace the current version on the Council's website to meet the requirements of the Localism Act.
- 2.3** Where sharing arrangements exist across EBC and LDC, postholders are employed by one Council and the other Council contributes to the cost of the salary.

Changes to note:

- The 'pay multiple' is the ratio between the highest paid salary and the median average salary of the whole of the Council's workforce. The Council's pay multiple for 2014/15 was 4.94 (based on the median average salary of £20,976 and the highest salary of £103,539). The Council's new pay multiple for 2015/16 is 5.08 (based on the median average salary of £20,830 and the highest salary of £103,539). This information will be reflected on the Council's website as currently. Although this has risen slightly from 2014/15 it remains with the Council's aim to maintain a multiple no greater than 6 to 1.

Financial Appraisal

- 3** No financial implications arising from this report

Legal Implications

The Legal Services Department has made the following comment:

- 4** Failure to adopt a revised Pay Policy Statement will constitute a failure to comply with the requirements of the Localism Act 2011.

Sustainability Implications

- 5** I have completed the Sustainability Implications Questionnaire and there are no significant effects as a result of these recommendations

Equality Screening

- 6** Analysis of equality implications has not been carried out as this report is for information only purposes and does not involve the making of key decisions.

Appendices

- 7** Appendix A – draft Pay Policy Statement for 2016/17