

Agenda Item No: 17 **Report No:** 70/17
Report Title: Pay Policy Statement
Report To: Council **Date:** 10 May 2017
Cabinet Member: Councillor Bill Giles (Finance)
Ward(s) Affected: All
Report By: Alan Osborne, Deputy Chief Executive
Contact Officer(s)-

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Purpose of Report:

To present a Pay Policy Statement for the financial year 2017/18 for approval by Council in accordance with section 38(1) of the Localism Act 2011.

Officers Recommendation(s):

- 1 To adopt the Pay Policy Statement attached at Appendix A for the financial year 2017/18.
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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 2017/18 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 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 2015/16 was 5.08 (based on the median average salary of £20,830 and the highest salary of £103,539). The Council's new pay multiple for 2016/17 is 2.24 (based on the median average salary of £35,754 and the highest salary of £80,000). This information will be reflected on the Council's website.

This has reduced substantially from 2015/16 and remains with the Council's aim to maintain a multiple no greater than 6 to 1. There are two main reasons for this reduction:

- The Chief Executive is employed by Eastbourne Borough Council (EBC), which reduces the highest salary;
- The transfer of 341 employees to EBC on 1 February 2017 means that the multiple only relates to staff remaining on the LDC payroll, effectively Legal Services and Building Control, making 17 staff (16.05FTE).

The pay policy statement has been reviewed alongside EBC's current statement and we have as far as possible aligned the information. Reason for this change is following the transfer of 341 employees to Eastbourne Borough Council on 1 February 2017. This multiple therefore only relates to staff on the LDC payroll, effectively Legal Services and Building Control, making 17 staff (16.05FTE).

The pay policy statement has been reviewed alongside EBC's current statement and we have as far as possible aligned the information.

We have committed to undertaking a full pay and grading structure review over the next 12 months, and Cabinet will be kept informed on progress with this.

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 undertaken in this instance.

Appendices

- 7** Appendix A – draft Pay Policy Statement for 2017/18