

Agenda Item No: 13

Report Title: Pay Policy Statement

Report To: Council Date: 10 April 2018

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 2018/9 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 2018/19.

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.

The revised version is presented to Full 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.

Information

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- 2.1 The 2018/19 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 2016/17 was 2.24. The Council's new pay multiple for 2017/18 is 2.02 (based on the median average salary of £42,413 and the highest salary of £85,850). This information will be reflected on the Council's website.

This pay multiple remains with the council's aim to maintain a multiple no greater than 6 to 1.

This multiple only relates to the 10.74 FTE staff in Legal Services who are on the LDC payroll.

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 in this instance.

Appendices

7 Appendix A – draft Pay Policy Statement for 2018/19