

Committee: Council

Date:

Title: Pay Policy

Thursday, 21
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**Report
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Summary

1. There is a requirement under the Localism Act 2011 for authorities to publish a pay policy and to review it annually. The policy sets out the pay and remuneration schemes in place and sets out the criteria for the forthcoming year.
2. A requirement under the Equalities Act 2010 (Specific Duties and Authorities) Regulations 2017 requires the council to publish gender pay gap information. This information is included in the Pay Policy.

Recommendations

3. The Council is recommended to approve the Pay Policy as set out in Appendix A.

Financial Implications

4. There are no implications for the Council's budget beyond those approved as part of the 2019/20 budget setting process.

Background Papers

5. None

Impact

- 6.

Communication/Consultation	Consultation has been carried out with Unison
Community Safety	None
Equalities	Equalities Impact Assessment is included

Health and Safety	None
Human Rights/Legal Implications	None
Sustainability	None
Ward-specific impacts	None
Workforce/Workplace	The policy sets out the Council's remuneration scheme for staff.

Situation

7. The Localism Act 2011 put in place a requirement for councils to approve a Pay Policy before the start of each financial year. The policy will be used for the forthcoming year to determine recruitment, retention and reward for both existing and new staff.
8. All relevant government directives and guidance notes have been used to compile this policy.
9. It is possible to amend the policy during the year but any amendments must be approved by Full Council.
10. In accordance with the council's wish to demonstrate transparency, and to comply with the requirements of the Act, the policy and associated documents will be published on the internet.
11. An Equalities Impact Assessment has been completed and is attached as Appendix B.
12. The Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31 March 2017. The Regulations require employers to report on the gender pay gap within their organisation.
13. The gender pay gap is a measurement of the difference between men and women's average salaries and the Council is required to publish four measures of information as set out in the Pay Policy, based on a snapshot of pay information taken on 31 March each year.
14. The Council has no significant gender pay gap issues. On average (mean and median) the Council pays its female employees slightly more than its male employees.
15. For 2019/20 the Council's pay scales have been amended as part of the two-year pay deal, agreed nationally.

Risk Analysis

16.

Risk	Likelihood	Impact	Mitigating actions
The policy is not approved by 31 March	1 – the report is being presented to council well ahead of the deadline	2 – failure to comply with the Localism Act	Policy is before Members in advance of the deadline

1 = Little or no risk or impact

2 = Some risk or impact – action may be necessary.

3 = Significant risk or impact – action required

4 = Near certainty of risk occurring, catastrophic effect or failure of project.