

Date of meeting:	27 January 2020
Title of Report:	<b>Pay Policy Statement 2020/2021</b>
Lead Member:	Councillor Peter Smith (Deputy Leader)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Alison Mills
Contact Email:	Alison.mills@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

### **Purpose of Report**

Under Section 38(1) of the Localism Act 2011 the Council is required to prepare a Pay Policy Statement by 31 March each year, for the following financial year, which is approved by the City Council. The provisions of the Act do not apply to local authority schools.

This includes remuneration and policies for the highest paid staff and the lowest paid employees. To address low pay, the Council introduced the principles of the Foundation Living Wage, by adding a discretionary, non-contractual market supplement in 2014. In line with this year's increase to the Foundation Living Wage, it is proposed to re-introduce this top-up to £9.30 if the NJC lowest spinal point is lower than £9.30 in the 2020 pay award.

Approved pay policy statements must be published on the Council's website as soon as reasonably practicable after being approved. The Act also requires that the Council includes its approach to the publication in its pay policy statement, and access to information relating to the remuneration of chief officers. The Pay Policy Statement contains links to the published Statement of Accounts for 2018/2019 and other remuneration data on the council's website.

Once in force it must be complied with, although it may be amended by Full Council during the financial year.

The national pay negotiations for 2020/21 for the NJC for Local Government Services, the JNC for Chief Executives and the JNC for Chief Officers are ongoing.

It should be noted that there is pending legislation around exit arrangements which could affect Chief Officers of the Council. The impact will be considered during implementation and may require amendments to this Pay Policy Statement for 2020/21.

The Pay Policy Statement, which is prescribed in terms of content, sets out the Council's policies in respect of remuneration. There are no proposed changes to policies; the statement is simply a summary of the key provisions as required by the Localism Act. The Council is therefore not being asked to approve the policies, but simply approve the statement which sets out existing policies.

**Recommendations and Reasons**

The City Council approves the Pay Policy Statement for 2020/21 in line with the statutory requirement.

**Alternative options considered and rejected**

None, this statement is a statutory requirement.

**Relevance to the Corporate Plan and/or the Plymouth Plan**

The Council's Pay Policy Statement is a statutory requirement, which supports the council's values

**Implications for the Medium Term Financial Plan and Resource Implications:**

The budget proposals considered by Cabinet on 14 January included a provision to meet the cost of the pay award for the year commencing 1 April 2020. Any costs as a consequence of implementing the Foundation Living Wage will be contained within this budget. The Medium Term Financial Plan for the subsequent period is being developed and will reflect the ongoing cost of the increase. Adoption of the £9.30 per hour for Foundation Living Wage from 1 April 2020 will be a minimum increase of 3.3% for the council's lowest paid workers.

**Carbon Footprint (Environmental) Implications:**

There are no implications.

**Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

*\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

None arising directly from this report.

**Appendices**

*\*Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Pay Policy Statement 2020/21							

**Background papers:**

*\*Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7


**Sign off:**

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Originating Senior Leadership Team member: Tracey Lee, Chief Executive											
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 17/01/2020											
Cabinet Member approval: Peter Smith, Cabinet Member for HR and Governance, approved verbally Date approved: 14/01/2020											