

Date of meeting: 25 January 2021

Title of Report: **Pay Policy Statement 2021/2022**

Lead Member: Councillor Peter Smith (Deputy Leader)

Lead Strategic Director: Tracey Lee (Chief Executive)

Author: Kim Brown

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Your Reference: KB21

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. Although the 2021 pay award is unknown for local government pay, the council will increase the Foundation Living Wage top up, to the new rate of £9.50 per hour (from £9.30 per hour), as the NJC lowest pay rate (excluding apprentices) is currently £9.25 per hour, 25p per hour lower than the foundation living wage rate.

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 a link to the published Draft Statement of Accounts for 2019/2020.

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

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 2021/22.

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:

There is provision in the 2021/2022 budget for a pay award, inclusive of implementing the Foundation Living Wage.

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	Briefing report title							
B	Equalities Impact Assessment							

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
Annual Statement of Accounts https://www.plymouth.gov.uk/sites/default/files/2019_20_Draft_Statement_of_Accounts_1.pdf							

Localism Act 2011							
http://www.legislation.gov.uk/ukpga/2011/20/contents/enacted							

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: 15/12/2020											
Cabinet Member approval: Councillor Peter Smith (Deputy Leader) approved verbally											
Date approved: 10/12/2020											