

<b>TITLE</b>	<b>Updated Pay Policy Statement</b>
<b>FOR CONSIDERATION BY</b>	Personnel Board on 29 June 2017
<b>WARD</b>	None Specific
<b>DIRECTOR</b>	Graham Ebers, Director of Corporate Services.

## OUTCOME / BENEFITS TO THE COMMUNITY

Compliance with s38 of the Localism Act 2011  
Building the workforce for the future in order to deliver on Council priorities

## RECOMMENDATION

That Personnel Board approve the draft Pay Policy Statement for 2017 and recommend its agreement to Full Council.

## SUMMARY OF REPORT

### 1) Pay Policy Statement

Under sections 38 to 43 of the Localism Act 2011 we are required to prepare, approve by Full Council (as a Part 1 item), and publish on our website a pay policy statement for the financial year 2017/2018.

For ease, table one provides a comparison of the figures published since 2015:

	2015-2016	2016-2017	2017-2018	Shift 15-16 to 16-17	Shift 16-17 to 17-18
Highest Paid	£ 143,000	£ 143,000	£ 143,000	0	0
Lowest Paid	£ 14,075	£ 14,975	£ 15,375	6%	3%
Mean	£ 28,009	£ 28,921	£ 29,398	3%	2%
Median	£ 23,698	£ 24,717	£ 25,988	4%	5%
Ratio Highest to Lowest	10:1	9.5:1	9.2:1	-5%	-5%
Ratio Highest to Median	6:1	5.8:1	5.4:1	-3%	-3%

This indicates that while there has been no change to Senior Management pay the gap is narrowing, despite the average salary increasing.

The Draft Pay Policy Statement is for your review and approval prior to submission to Full Council. This Statement reflects our pay arrangements as at 1 April 2017.

Personnel Board are requested to approve the Pay Policy Statement for consideration by Full Council.

## FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

*The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.*

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil		
Next Financial Year (Year 2)	Nil		
Following Financial Year (Year 3)	Nil		

### Other financial information relevant to the Recommendation/Decision

None

### Cross-Council Implications

No cross council implications with regard to the decision to publish pay policy which is a legal requirement

### Reasons for considering the report in Part 2

N/A

### List of Background Papers

Draft Pay Policy Statement for 2017

<b>Contact</b> Sarah Swindley	<b>Service</b> Corporate Services
<b>Telephone No</b> 0118 974 6076	<b>Email</b> sarah.swindley@wokingham.gov.uk
<b>Date</b> 07 June 2017	<b>Version No.</b> 1