

Agenda Item 49.

TITLE	Annual Pay Policy Statement 2018
FOR CONSIDERATION BY	Personnel Board on 22 May 2018
WARD	None Specific
DIRECTOR	Director of Corporate Services - Graham Ebers

OUTCOME / BENEFITS TO THE COMMUNITY

Compliance with s38 of the Localism Act 2011.

RECOMMENDATION

That Personnel Board approve the draft Pay Policy Statement for 2018 and recommend its agreement to Full Council on 19th July 2018.

SUMMARY OF REPORT

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 2018/2019.

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 2018

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

Background

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

	2015-2016	2016-2017	2017-2018	2018-2019	Shift 15- 16	Shift 16- 17	Shift 17- 18
Highest Paid	£ 143,000	£ 143,000	£ 143,000	£ 146,000	0	0	2%
Lowest Paid	£ 14,075	£ 14,975	£ 15,375	£ 16,394	6%	3%	7%
Mean	£ 28,009	£ 28,921	£ 29,398	£ 30,250	3%	2%	3%
Median	£ 23,698	£ 24,717	£ 25,988	£ 27,358	4%	5%	5%
Ratio Highest to Lowest	10:1	9.5:1	9.2:1	8.7:1	-5%	-5%	-3%
Ratio Highest to Median	6:1	5.8:1	5.4:1	5.3:1	-3%	-3%	-2%

Analysis of Issues

This indicates that while there has been a slight increase to Senior Management pay the gap is narrowing due to the higher increases at the bottom end of the pay-scales as a result of National Minimum Wage increases.

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

None

Reasons for considering the report in Part 2
n/a

List of Background Papers
2018 Pay Policy Statement

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