

# Agenda Item 8.

<b>TITLE</b>	<b>Pay Policy Statement</b>
<b>FOR CONSIDERATION BY</b>	Personnel Board on 1 July 2019
<b>WARD</b>	None Specific
<b>LEAD OFFICER</b>	Deputy Chief Executive - Graham Ebers

## **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 2019 and recommend its agreement to Full Council on 18 July 2019.

## **SUMMARY OF REPORT**

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 2019/2020.

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 2019.

Personnel Board are requested to approve the Pay Policy Statement and recommend it 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	2019-2020	Shift 15-16 to 16- 17	Shift 16-17 to 17- 18	Shift 17-18 to 18- 19	Shift 18-19 to 19- 20
Highest Paid	£ 143,000	£ 143,000	£ 143,000	£ 146,000	£ 150,000	0	0	2%	3%
Lowest Paid	£ 14,075	£ 14,975	£ 15,375	£ 16,394	£ 17,711	6%	3%	7%	8%
Mean	£ 28,009	£ 28,921	£ 29,398	£ 30,250	£ 31,718	3%	2%	3%	5%
Median	£ 23,698	£ 24,717	£ 25,988	£ 27,358	£ 27,905	4%	5%	5%	2%
Ratio Highest to Lowest	10:1	9.5:1	9.2:1	8.7:1	8.5:1	-5%	-5%	-3%	-2%
Ratio Highest to Median	6:1	5.8:1	5.4:1	5.3:1	5.4:1	-3%	-3%	-2%	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 continues to face severe financial challenges over the coming years as a result of reductions to public sector funding and growing pressures in our statutory services. It is estimated that Wokingham Borough Council will be required to make budget reductions of approximately £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	Nil	n/a
Next Financial Year (Year 2)	Nil	Nil	n/a
Following Financial Year (Year 3)	Nil	Nil	n/a

Other financial information relevant to the Recommendation/Decision
n/a

<b>Cross-Council Implications</b>
n/a

<b>Reasons for considering the report in Part 2</b>
n/a

<b>List of Background Papers</b>
Attachment 1 – Pay Policy Statement 2019

<b>Contact</b> Sarah Swindley	<b>Service</b> Business Services
<b>Telephone No</b> Tel: 0118 974 6076	<b>Email</b> sarah.swindley@wokingham.gov.uk

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