

TITLE	Pay Policy Statement
FOR CONSIDERATION BY	Council on 18 July 2019
WARD	None Specific
LEAD OFFICER	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 Council approve the draft Pay Policy Statement for 2019/20 for publication on the Council's website in accordance with the Localism Act 2011.

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 reflects our pay arrangements as at 1 April 2019.

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

Cross-Council Implications
n/a

Reasons for considering the report in Part 2
n/a

List of Background Papers
Attachment 1 – Pay Policy Statement 2019

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