

# Agenda Item 39.

<b>TITLE</b>	<b>Annual Pay Policy Statement</b>
<b>FOR CONSIDERATION BY</b>	Council on 23 July 2020
<b>WARD</b>	None Specific
<b>LEAD OFFICER</b>	Director, Communities, Insight & Change - Keeley Clements

## **OUTCOME / BENEFITS TO THE COMMUNITY**

Compliance with s38 of the Localism Act 2011.

## **RECOMMENDATION**

That Council approve the draft Pay Policy Statement for 20/21 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 each financial year.

This Statement reflects our pay arrangements as at 1 April 2020.

## Background

For ease, table one provides a comparison of the figures published over the last 5 years:

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Highest Paid	£ 143,000	£ 143,000	£ 146,000	£ 150,000	£ 150,000
Lowest Paid	£ 14,975	£ 15,375	£ 16,394	£ 17,711	£ 17,711
Mean	£ 28,921	£ 29,398	£ 30,250	£ 31,718	£ 31,805
Median	£ 24,717	£ 25,988	£ 27,358	£ 27,905	£ 27,905
Ratio Highest to Lowest	9.5:1	9.2:1	8.7:1	8.5:1	8.5:1
Ratio Highest to Median	5.8:1	5.4:1	5.3:1	5.4:1	5.4:1

## Analysis of Issues

The comparator data 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. The figures remain static at the point of publication as negotiations are ongoing at a national level with regard to the cost of living increase for 2020-2021. Changes in the mean are as a result of recruitment and retention movement during the year.

## FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

***The Council faces severe funding pressures, particularly in the face of the COVID-19 crisis. It is therefore imperative that Council resources are focused on the vulnerable and on its highest priorities.***

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

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

None

### Cross-Council Implications

None

### Public Sector Equality Duty

Please confirm that due regard to the Public Sector Equality Duty has been taken and if an equalities assessment has been completed or explain why an equalities assessment is not required. Not required, as this is a statutory report on current data.

<b>Reasons for considering the report in Part 2</b>
None

<b>List of Background Papers</b>
Attachment 1 – Pay Policy Statement 2020

<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

This page is intentionally left blank