

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

COUNCIL

1 MARCH 2017

Report of the Head of Human Resources – Sheenagh Rees

SECTION A – MATTER FOR DECISION

WARDS AFFECTED – ALL

PAY POLICY STATEMENT 2017 / 2018

Purpose of the Report

1. To seek Council approval of the Neath Port Talbot County Borough Council Pay Policy Statement for 2017 / 2018, attached as Appendix 1.

Executive Summary

2. It is a requirement of the Localism Act 2011 that the Council produces a Pay Policy Statement for each financial year, setting out specific information in relation to the pay of the Council's workforce. The Statement that has been prepared for 2017 / 2018, and attached at Appendix 1, has been updated in line with guidance produced by the Public Services Staff Commission "Transparency of Senior Pay in the Devolved Welsh Public Sector" and to reflect national and local developments in pay.

Background

3. The Localism Act 2011 requires local authorities to produce a Pay Policy Statement for each financial year articulating its policy towards a range of issues relating to the pay of its workforce, particularly in relation to senior staff and the lowest paid within the workforce. This is with the aim of increasing accountability, transparency and fairness in the setting of local pay.
4. The statement must be prepared annually, considered and approved by full Council and published on the Council's website.
5. An initial Pay Policy statement was developed and approved by this Council in March 2012. As required by legislation, the Pay Policy Statement must be reviewed at least annually, and then approved and published by 31st March each subsequent year.
6. The Pay Policy Statement for 2017 / 2018 is attached at Appendix 1. The format of the document has been revised to take account of the Public Sector Staff Commission's guidance "Transparency of Senior Pay in the Devolved Welsh Public Sector" and the content has been updated to take account of national and local pay related developments, outlined in paragraphs 7 to 9 of this report.

Pay related developments

7. The National Joint Council agreed a two year pay deal for Local Government Services employees, with pay awards effective from 1st April 2016 and 1st April 2017 of 1% on salary scale point 18 and above each year. Over the two year pay deal points 6 to 17 receive increases in pay of between 10.28% and 2.3%.
8. The Joint National Council (JNC) for Chief Officers of Local Authorities and the JNC for Chief Executives of Local Authorities also agreed two year pay deals, with pay awards effective from 1st April 2016 and 1st April 2017 of 1% on all pay points.

9. The Soulbury Committee and the JNC for Youth and Community Workers agreed two year pay deals for Soulbury Officers and Youth and Community Workers respectively, effective from 1st September 2017 and 1st September 2018. Soulbury pay will increase by 1% each year. Youth and Community pay will increase by 1% on salary scale point 6 and above each year. Salary scale points 2 to 5 will increase by between 2% and 1.2% each year and with effect from 1st September 2017, salary scale point 1 will be deleted.

Pay Multiples

10. Whilst the Localism Act excludes schools from the scope of local authority Pay Policy Statements, the Pay Policy Statement for this Council sets out details of pay multiples both including and excluding employees who are appointed and managed by schools:

Basis	Pay Multiple
Lowest paid employee earnings: Chief Executive's earnings	1 : 9
Median employee FTE* earnings: Chief Executive	1 : 6
Lowest paid employee earnings: average Chief Officer earnings	1 : 6
Median employee FTE* earnings: average Chief Officer earnings	1 : 4

* FTE= Full Time Equivalent

11. The pay multiples are identical in both scenarios, i.e. including and excluding support staff and teachers who are appointed and managed by schools.

Financial impact

12. There are no financial impacts associated with this report.

Equality impact assessment

13. In determining pay and remuneration, the Council complies with relevant employment legislation, including the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention

of Less Favourable Treatment) Regulations 2002, Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. The Council has sought to ensure that there is no pay discrimination within its pay structures and that pay differentials can be objectively justified primarily through the use of an equality proofed job evaluation mechanism which directly relates basic pay to the requirements, demands and responsibilities of each job role.

Workforce impacts

14. The Pay Policy Statement sets out the impact of the Council's pay strategy on pay relativities within the workforce, and particularly the relationship between the highest and the lowest paid within the organisation.

Legal impacts

15. It is a requirement under the Localism Act 2011 that the Council produces a Pay Policy Statement for the financial year 2017 / 2018 and that it is considered and approved by full Council, and subsequently published on the Council's website.

Risk Management

16. Failure to consider and approve a Pay Policy Statement for the financial year 2017 / 2018 will place the Council in breach of the Localism Act 2011.

Consultation

17. There is no requirement under the Constitution for external consultation on this item.

Recommendation

18. It is recommended that Members consider and approve the Pay Policy Statement for 2017 / 2018 for publication on the Council's website.

FOR DECISION

Reason for proposed decision

19. To ensure that the Council complies with the requirements of the Localism Act 2011.

Implementation of Decision

20. The decision is proposed for implementation after the three day call in period.

Appendices

21. Appendix 1 – Pay Policy Statement 2017 / 2018

List of Background Papers

Localism Act 2011

Officer contact

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