

STOCKPORT COUNCIL

REPORT TO CABINET MEETING – SUMMARY SHEET

Subject: Annual Pay Policy Statement 2018/19

Report to Cabinet Meeting

Date: 19 December 2017

Report of: (a) Cabinet Member for Reform & Governance

Key Decision: (b) N

Forward Plan ☐ General Exception ☐ Special Urgency ☐ (Mark with a Y if applicable)

Summary:

This Pay Policy Statement (the 'statement') sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. The policy also has due regard for the associated statutory guidance including supplementary guidance issued in February 2013 and the Local Government Transparency code 2014. The Council's Gender Pay Gap information is also included for the first time in line with the new publication requirements.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding teaching staff working in local authority schools) by confirming the methods by which salaries of all employees are determined; the detail and level of remuneration of its most senior staff i.e. 'chief officers', as defined by the relevant legislation; the responsibility of the Appointments Committee to ensure the provisions set out in this statement relating to the Chief Executive, Deputy Chief Executive, Corporate Directors and Service Directors are applied consistently throughout the Council and recommend any amendments to the Council. It also proposes an increase to the Living Wage rate paid by the Council to £8.75 from 1 April 2018.

Once approved by the full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis, the policy for the next financial year being approved by 31 March each year.

Comments/Views of the Executive Councillor: (c)

I'm pleased to set out our pay policy. Although we face significant financial pressures I am pleased that Stockport will continue to pay the Living Wage which will increase to £8.75 in April 2018. I support the proposals outlined in the report and I encourage Cabinet colleagues to support the proposals.

Recommendation(s) of Executive Councillor: (d)

- To approve the submission of the Pay Policy Statement for the Council for adoption at the Council Meeting on the 18th January 2018.
- Agree to an increase in the Living Wage rate paid by the Council, in line with current policy, to £8.75 per hour, with effect from 1 April 2018.
- Agree to publish the Council's Gender Pay Gap information.

Relevant Scrutiny Committee (if decision called in): **(e)**
Corporate, Resource Management & Governance

Background Papers (if report for publication): **(f)**

There are none.

Contact person for accessing
background papers and discussing the report

Officer: Greg McNair
Tel: 0161 218 1427

'Urgent Business': (g)

Yes/ No (Please circle)

Certification (if applicable)

This report should be considered as 'urgent business' and the decision exempted from 'call-in' for the following reason(s):

The written consent of Councillor _____ and the Chief Executive/Monitoring Officer/ Borough Treasurer for the decision to be treated as 'urgent business' was obtained on /will be obtained before the decision is implemented.
