

STOCKPORT COUNCIL

REPORT TO CABINET MEETING – SUMMARY SHEET

Subject: Annual Pay Policy Statement 2019/20

Report to Cabinet Meeting

Date: 18 December 2018

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 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. The report also includes the Council Gender Pay Gap figures for 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. The policy also includes the Council gender pay gap figures for 2018 which have improved from the 2017 figures. It should also be noted that from the 1 April 2019 the Council will no longer need to pay a living wage supplement to lower paid employees. This is because when the new pay spine is implemented from 1 April the lowest the Council pays will be higher than the Living Wage Foundation rate of £9.00 per hour.

Recommendation(s) of Executive Councillor: (d)

The Cabinet is recommended to recommend to the Council Meeting that it adopt the Pay Policy Statement and 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
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'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
Officer/Corporate Director for Corporate and Support Services for the decision to be treated
as 'urgent business' was obtained on
decision is implemented.

and the Chief Executive/Monitoring
Services for the decision to be treated
/will be obtained before the
