

Extract from the draft minutes of the Cabinet meeting on 22 November 2017

221. Officer Pay Policy Statement 2018/19

The Assistant Director Policy and Corporate submitted a report a copy of which had been circulated to each Member.

Councillor Cory, Portfolio Holder for Resources, introduced the report. He supported the principle of transparency that underpinned the publication of the Officer Pay Policy. The policy demonstrated the prudent approach that was taken to officer pay. In particular the commitment to Living Wage (as set by the Living Wage Foundation) and the relatively small differential between the highest and lowest salaries were highlighted.

Councillor T. Young, Portfolio Holder for Business and Culture, also highlighted the payment of the Living Wage, and that contractors working for the Council were also obliged to pay the Living Wage. Work was underway to publish gender pay information, although when this had been looked at recently, there had been no gender pay gap.

RECOMMENDED TO COUNCIL that Officer Pay Policy Statement 2018/19 be approved and adopted.

REASONS

The Localism Act requires “authorities to prepare, approve and publish pay policy statements articulating their policies towards a range of issues relating to the pay of its workforce, which must be approved by full Council annually. An authority’s pay policy statement must be approved by a resolution of that authority before it comes into force”.

ALTERNATIVE OPTIONS

The only alternative would be to not recommend the approval of the Pay Policy Statement, but that would be contrary to the requirements of the Localism Act.