

# **WAVERLEY BOROUGH COUNCIL**

## **EXECUTIVE**

**4 FEBRUARY 2020**

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**Title:**

**Pay Policy Statement 2020/21**

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**Portfolio Holder:** Cllr John Ward, Leader of the Council

**Head of Service:** Robin Taylor, Head of Policy & Governance

**Key decision:** No

**Access:** Public

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### **1. Purpose and summary**

- 1.1 The Localism Act 2011 (Section 39) requires all public authorities to publish an Annual Pay Policy Statement. The Council is required to adopt the Annual Pay Policy Statement each year and the Council is not legally permitted to depart from the policies set out in that statement when it considers actual decisions in relation to individuals' remuneration, including redundancy and/or severance.
- 1.2 The Annual Pay Policy Statement for the 2020/21 financial year is attached at Annexe 1. It has been updated in line with the requirements of the Localism Act 2011, resulting in minimal adjustments from last year which are shown as tracked changes.

### **2. Recommendation**

That the Executive recommends to Council that the Pay Policy Statement for the 2020/21 financial year, attached at Annexe 1, be approved.

### **3. Reason for the recommendation**

To comply with the Localism Act 2011 (Sections 38 and 39).

### **4. Relationship to the Corporate Strategy and Service Plan**

- 4.1 The publication of the Pay Policy Statement, as well as being a legal requirement, is part of the Council's approach to ensuring it has effective and transparent remuneration arrangements in place.

### **5. Implications of decision**

## **5.1 Resource (Finance, procurement, staffing, IT)**

The pay arrangements set out within the policy statement are reflected in the Council's Annual Budget.

## **5.2 Risk management**

The Pay Policy Statement is a requirement of section 38 (1) of the Localism Act 2011 that sets a statutory duty on local authorities annually to publish a statement approved by Full Council by the end of the financial year and relating to the new financial year. Failure to comply could lead to a legal challenge to the Council and therefore it is important that the statement reflects the requirements of the Act and all the associated statutory guidance.

## **5.3 Legal**

The policy meets the requirements of the Localism Act 2011 and all other relevant legislation.

## **5.4 Equality, diversity and inclusion**

The Council's duty under section 149 of the Equality Act 2010 is to have due regard to the matters set out in relation to equalities when considering and making decisions. The Pay Policy Statement is designed to bring fairness and equality to the application of pay and remuneration within the Council. There are no direct equality impacts associated with agreeing the Pay Policy Statement itself.

## **5.5 Climate emergency declaration**

There are no direct climate change impacts associated with agreeing the Pay Policy Statement itself.

## **6. Consultation and engagement**

6.1 N/a.

## **7. Other options considered**

7.1 The Pay Policy Statement is a requirement of section 38 (1) of the Localism Act 2011 that sets a statutory duty on local authorities annually to publish a statement approved by Full Council by the end of the financial year and relating to the new financial year. Failure to comply could lead to a legal challenge to the Council.

## **8. Governance journey**

8.1 The Pay Policy Statement must be approved by Full Council. The pay multiple figure at the end of paragraph 3 of the statement was incorrectly reported last year as being 1:4 rather than 1:4.9. It is now slightly lower at 1:4.8.

## **Annexes:**

**Background Papers**

There are no background papers, as defined by Section 100D(5) of the Local Government Act 1972).

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Agreed and signed off by:  
Legal Services: 6 January 2020  
Head of Finance: n/a  
Strategic Director: 14 January 2020  
Portfolio Holder: 14 January 2020