

# Southend-on-Sea Borough Council

Agenda  
Item No.

Report of Leader of the Council  
to  
Council  
on  
23 February 2017

Report prepared by: Joanna Ruffle, Director of Transformation

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## Pay Policy Statement

Executive Councillor: Councillor John Lamb

*A Part 1 Agenda Item*

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### 1. Purpose of Report

- 1.1 To consider the Pay Policy Statement 2017/18 in the context of the Council's overall Reward Strategy.

### 2. Recommendation

- 2.1 That Council agrees the Pay Policy Statement as recommended by the Performance Related Pay Panel.
- 2.2 That Council agrees the amendment to the Performance Related Pay Panel terms of reference as detailed in Appendix B7.

### 3. Background

- 3.1 Section 38 (1) of the Localism Act 2011 required English and Welsh Local Authorities to produce a Pay Policy Statement for 2012/13 and for each financial year after that.
- 3.2 Pay Policy statements for 2012/13, 2013/14, 2014/15, 2015/16 and 2016/17 were agreed by Council at the meetings of 1 March 2012, 29 February 2013, 26 February 2014, 26 February 2015 and 25 February 2016.
- 3.3 This Policy Statement has been reviewed for 2017/18 and is attached at **Appendix A**. Attached at **Appendix B** is the Council's Reward Policy which has also been reviewed. It is important that the two documents are read together in order to be able to set senior pay in the context of the Council's overall Reward Strategy.
- 3.4 It is a requirement of the Localism Act that the Policy Statement is approved by full Council.

### 4. Corporate Implications

- 4.1 Contribution to Council's Vision & Corporate Priorities

Salaries at all levels need to be adequate to recruit and retain high quality employees who are appropriately skilled and qualified to deliver the best possible service to the people of Southend. At the same time in the context of managing scarce public resources, the Council needs to be able to demonstrate that these salaries are not unnecessarily generous or otherwise excessive.

#### 4.2 Financial Implications

The details contained in both the Pay Policy Statement and the Reward Policy are in line with agreed salary levels and do not represent an increase in the current cost of salaries.

#### 4.3 Legal Implications

The Pay Policy Statement ensures compliance with Section 38(1) of the Localism Act 2011.

#### 4.4 People Implications

The level and distribution of pay and benefits has a considerable effect on the performance of our organisation and on the engagement and productivity of its workforce. It is important therefore that the Council's pay systems are appropriate, transparent, provide value for money and reward staff fairly for the work they perform.

#### 4.5 Equalities Analysis

It is critical that the Council's reward system is fair, equitable and consistent in order to ensure that it accords with the organisational values and complies with Equal Pay legislation.

The Council's job evaluation system ensures that the relative weight of each role is objectively measured using consistent and robust criteria that are free from any bias towards a particular group. Other payments within the reward system are monitored to ensure that staff are being treated fairly regardless of gender, race, age, sexual orientation, disability or religion.

#### 4.6 Risk Assessment

If the Council fails to adopt a Pay Policy Statement it will fail to comply with the requirements of the Localism Act 2011. In addition, the lack of transparency around pay and reward could be interpreted as deliberate and give rise to unnecessary criticism.

### 5. Appendices

Appendix A: Pay Policy Statement 2017/18  
Appendix B: Reward Policy