

REPORT OF STAFFING & REMUNERATION COMMITTEE No. 01/2020-21

FULL COUNCIL 18 MARCH 2020

Chair: Councillor Dhiren Basu

Vice-Chair: Councillor Julie Davies

INTRODUCTION

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its most recent Pay Policy Statement in March 2020.

This report from the Staffing & Remuneration Committee of 2 February 2021 recommends that Full Council approve the Pay Policy Statement 2021/22 (attached) for publication in April 2021.

PAY POLICY STATEMENT 2021/22

We considered the report on the Pay Policy Statement 2021/22 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011. We were requested to approve the Pay Policy Statement and refer it on to Full Council for final approval, and to authorise the Director for Customers, Transformation and Resources to make such amendments to the statement, in consultation with the Chair of the Staffing and Remuneration Committee, as he considered minor, prior to the statement being recommended to Full Council.

The following change has been made, in accordance with recommendation ii) as agreed at the Staffing & Remuneration Committee on the 2 February 2021:

The Government has disapplied the Restriction of Public Sector Exit Payment Regulations 2020. As these regulations were referred to in the Pay Policy 2021/22, which the Staffing & Remuneration Committee approved at their meeting on the 2 February 2021, the policy now needs to be amended to remove this wording. The wording has been replaced with the same wording as was in previously approved pay policies. The change made is to section 14 of the policy.

The revised policy will be the one presented to Full Council for approval at its meeting on 18 March 2021.

We noted that if any changes were required to the statement after its approval by Full Council, these would need to go back to Full Council for determination.

- i) We approved the draft Pay Policy Statement 2021/22 as attached to the report to the meeting of the Staffing and Remuneration Committee on 2 February 2021.
- ii) We resolved that the Director for Customers, Transformation and Resources be authorised, in consultation with the Chair of the Staffing and Remuneration

Committee, to make such amendments to the Pay Policy Statement as he considers minor.

- iii) We resolved to refer the Pay Policy Statement for endorsement by Full Council on 18 March 2021.

WE RECOMMEND

That Full Council approves the Pay Policy Statement 2021/22, amended as explained in this report and attached, at its meeting on 18 March 2021.