

COUNCIL

8th March 2021

PAY POLICY 2021-22

Report of the Strategic Director for Resources

Strategic Aim:	All	
Exempt Information	No	
Cabinet Member(s) Responsible:	Mr O Hemsley, Leader and Portfolio Holder for Rutland One Public Estate and Growth, Tourism and Economic Development, Communications, Resources (other than Finance) and Property	
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Ward Councillors	NA	

DECISION RECOMMENDATIONS

That Council:

1. Approves the updated Pay Policy for 2021-22
2. Notes the latest update regarding the Local Government National Pay Award for 2021.

1 PURPOSE OF THE REPORT

- 1.1 The Council is required to review and publish its Pay Policy Statement on an annual basis– this is a requirement of the Localism Act 2011. In particular, this needs to include:
- The remuneration of the most senior employees;
 - The remuneration of the lowest paid employees; and
 - The relationship between the remuneration of the most senior employees and that of other employees.
- 1.2 Members are also advised via this paper of the latest position regarding any potential pay award for local government staff with effect from April 2021.

1.3 The Council separately publishes data on its website that it is required to do under the Local Government Transparency Code 2015.

2 PAY POLICY FOR 2021-22

2.1 The Pay Policy for 2021 is shown in Appendix A. At the time of submitting our Pay Policy for 2020 the annual pay award was not known. We are in a similar position this year in that any pay award for April 2021 is also not known at the time of writing. The Pay Policy document therefore endorses and reflects:

- Pay values as of 1 April 2020; and
- Our existing and ongoing policies regarding employee pay.

2.2 The Council remains part of the national pay bargaining framework for the majority of its staff (National Joint Council) and the associated terms and conditions of service. Our local variations, which have been negotiated and agreed with the recognised Trade Unions, are shown in Appendix 5 of the Pay Policy.

2.3 There are no recommendations or proposals to change the Council's Pay Policy and therefore existing provisions remain in place. Employment issues arising through supporting the pandemic have not put pressure on our overarching Pay Policy and we have been able to continue operating within the framework of our existing Human Resources policies and practices.

2.4 Should there be any proposals to create new, amend or delete existing provisions or policies – either in response to emerging employment practices or budget pressures, these will be fully negotiated with the recognised Trade Unions and submitted to Employment and Appeals Committee for consideration and approval. Such developments will be considered in the full understanding of consequences to Rutland Council as an employer e.g. recruitment and retention, either as a risk or as a positive incentive.

3 NATIONAL PAY AWARD 2021

3.1 Following extended discussions, agreement was reached in August 2020 between National Employers and the recognised trade Unions (Unison and GMB; Unite voted to reject) to an uplift of 2.75% across all pay points. On a local basis Rutland Council extends this to pay points 44 to 48 for our P05 grade. In addition, the same percentage was applied to employees on Chief Officer Terms and Conditions.

3.2 The Chancellor's statement of 25 November 2020 announced a pay freeze for the Public Sector for 2021/22. However, pay awards for local government staff are agreed in negotiations between employers and the trade unions through the National Joint Council for Local Government Services.

3.3 At the time of writing, we are still waiting for the Trade unions to submit their claim. Following this, the Local Government Association will conduct their regional consultation to discuss the claim and any offer. It is anticipated that the negotiations will not be conducted early and clearly will be impacted and driven by financial pressures and affordability.

3.1 Given the freeze across much of the public sector, the known financial pressures

across local government and our own challenges heading into 2021-22, we have been prudent in our assessment of any likely agreement and made only a small contingency allowance. For every 1% pay increase, this comes at a cost of £120,000 for 2021-22.

- 3.2 Should an increase be agreed, the Council will backdate any payments to the 1 April 2021

4 CONSULTATION

- 4.1 There are no further consultation issues arising from this paper.

5 ALTERNATIVE OPTIONS

- 5.1 The Council is required to publish a Pay Policy in accordance with the Localism Act.
- 5.2 We are contractually required to implement national pay agreements as we remain aligned to national pay bargaining through the National Employers and recognised Trade Unions.

6 FINANCIAL IMPLICATIONS

- 6.1 For every 1% agreed would cost the Council £120,000. For 2021-22 this would create an additional pressure of at least £20,000 beyond the £100,000 provision currently within the budget.

7 LEGAL AND GOVERNANCE CONSIDERATIONS

- 7.1 The information in the Pay Policy statement requires approval by Council in order that it can be published. This is a requirement under the Localism Act.

8 DATA PROTECTION IMPLICATIONS

- 8.1 A Data Protection Impact Assessments (DPIA) has not been completed as there are no changes to existing pay policy.

9 EQUALITY IMPACT ASSESSMENT

- 9.1 An Equality Impact Assessment (EqIA) has not been completed as there are no changes to existing pay policy. The Council separately reports on its Gender Pay Gap to the Employment and Appeals Committee.

9.2 COMMUNITY SAFETY IMPLICATIONS

- 9.3 There are no community safety implications arising from this report.

10 HEALTH AND WELLBEING IMPLICATIONS

- 10.1 There are no health and wellbeing implications arising from this report.

11 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

- 11.1 A Pay Policy statement ensures the Council is compliant with the Localism Act and

provides a clear framework and structure that describes how we pay our staff and the mechanisms we use – this ensures transparency and fairness.

12 BACKGROUND PAPERS

12.1 There are no additional background papers to this report.

13 APPENDICES

13.1 Appendix A – Pay Policy Statement 2021/22.

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.