

CABINET**21 MARCH 2018****PAY POLICY STATEMENT 2018-19****Report of the Executive Director of Corporate Services****1. Purpose**

- 1.1 To recommend that Cabinet approve for publication, after agreement by Council on 21st March 2018, the Pay Policy Statement for 2018-19.

2. Description of Decision

- 2.1 That the Cabinet approve for publication, after agreement by Council on 21st March 2018, the Pay Policy Statement for 2018-19.

3. Background

- 3.1 The Localism Act 2011 includes the requirement for local authorities to produce a Pay Policy Statement, to be updated, approved by full Council and published annually on the authority's website. The council has complied with the requirement each year since March 2012. The policy needs to be updated, approved by Cabinet and Council at their meetings on 21st March and published by 31st March 2018; it is attached as an Appendix. The 2017-18 Pay Policy is currently published on the Council's website, alongside the Statement of Accounts. This can be accessed at:
<https://www.sunderland.gov.uk/pay-policy>
- 3.2 There are other, related requirements which are set out here for background information. On 3rd October 2014 the Government issued a revised Local Government Transparency Code. This came into force on 31st October 2014 under section 2 of the Local Government, Planning and Land Act 1980. As part of the Code, local authorities are now required to publish certain data sets. The HR implications of the mandatory information are the annual publication of:
- An **Organisation chart** covering staff in the top three levels of the organisation (including grade, job title, local authority department and team, whether permanent or temporary staff, contact details, salary in £5,000 brackets, consistent with the details published for Senior Salaries, and the maximum salaries for the grade).
 - Annual publication of **Trade union facility time** (including total number and full time equivalent of staff who are union representatives, and the total number and full time equivalent of union representatives who devote at least 50% of their time to union activity.)

- Senior salaries.
- Pay multiple – the ratio between the highest paid salary and the median salary of the whole of the authority’s workforce. (Previously we were required to publish the ratio between the highest to lowest pay).

The information was published within the required deadlines, i.e.:

- On the first occasion, not later than 2nd February 2015, and
- Thereafter, not less than annually and not later than one month after the year to which the data and information is applicable.

These data sets are published on the council’s website under Transparency, alongside the Senior Pay information. and can be accessed at:

<http://www.sunderland.gov.uk>, or by clicking [Transparency](#)

- 3.4 In preparing the Pay Policy Statement for approval and publication, the council must have regard to the guidance and supplementary guidance issued by the (former) DCLG:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85886/Final_Supplementary_Pay_Accountability_Guidance_20_Feb.pdf

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/5956/2091042.pdf

- 3.5 From 2018 new requirement on Gender Pay Gap reporting apply to organisations with 250+ employees, under new Regulations made in 2017 under the umbrella of the Equality Act 2010. A separate report will be presented to Cabinet about this.

4. Proposal

- 4.1 The proposed draft Pay Policy Statement 2018-2019 is attached as an Appendix to this report. The amendments in comparison with the 2017-18 Pay Policy Statement are: changes to dates; an national increase in JNC pay rates; and changes which reflect the transfer out of employees to Together for Children on 1st April 2017 and the recruitment of employees into posts that were vacant at the time of the last report.

5. Reason for Decision

- 5.1 The Localism Act 2011 includes the requirement for local authorities to produce and publish a Pay Policy Statement.

6. Alternative Options

6.1 There are no alternative options recommended.

7. Background Papers

