

Full Council 21 February 2017 Pay Policy Statement 2017/18

For Decision

Portfolio Holder: Cllr P Batstone, Corporate Performance

Senior Leadership Team Contact: Stuart Caundle, Assistant Chief Executive

1. Purpose of Report

- 1.1 To present the Dorset Councils Partnership pay policy statement for 2017/18 for approval.

2. Officer Recommendations

- 2.1 That Council approves the pay policy statement for 2017/18 at appendix 1.

3. Reasons for Recommendation

- 3.1 All councils have a duty under the Localism Act to prepare and publish a pay statement bringing together existing arrangements and policies which together define its local approach to the pay and reward of its workforce.
- 3.2 The pay statement needs to be approved by elected members.

4. Background

- 4.1 The pay policy statement describes the pay policy arrangements within the workforce of the Dorset Councils Partnership and also the relationship between the partnership's senior staff and its lowest paid employees.
- 4.2 Weymouth and Portland Borough Council is the host employer for all partnership employees and the collaboration agreement provides for a cost sharing arrangement between each of the three member councils.

- 4.3 North Dorset District Council employees were TUPE transferred to WPBC in November 2015. Those employees have retained their former pay and grading arrangements. A new set of terms and conditions was implemented for partnership employees in 2016 through a collective agreement with the recognised trades unions.
- 4.4 The statement is intended to bring together sufficient information about the different elements of the local authority's pay policies to enable local taxpayers to reach an informed view about local decisions on all aspects of pay and reward for employees. It does not contain any new policies.
- 4.5 This pay statement is also being considered by Weymouth and Portland Borough Council on 23 February and West Dorset District Council on 28 February.

5. Financial Implications

- 5.1 There are no direct financial implications arising from adoption and publication of this pay statement.

6. Legal/Statutory Power

- 6.1 As set out in the Localism Act 2011, section 38 (1).

7. Human Resources (including Health & Safety)

- 7.1 Pay, pension and remuneration arrangements and policies relevant to the pay policy statement are developed and maintained by the HR & OD Service.

8. Risk Management

- 8.1 Consistent, equitable and transparent pay and reward policies minimise risks of legal challenge and promote public confidence in value for money.

9. Reputation, including Communications and Consultation

- 9.1 The pay statement has been shared with recognised trades unions and once adopted it will be published on the partnership councils' websites.

10. Equalities

- 10.1 The equality impact of the partnership's pay arrangements will be subject to future review to ensure that they do not have a disproportionate adverse effect on any particular groups.

11. Crime and Disorder

- 11.1 None

12. Environmental Considerations

- 12.1 None

13. Economic Impact Assessment

- 13.1 Pay and remuneration policies need to reflect the local labour market as well as being capable of attracting specialist staff from a wider national pool.

14. Corporate Plan (links to corporate aims & priorities)

- 14.1 Providing for a well-managed council

15. Appendix

- 15.1 Appendix 1 – Pay policy statement. (The pensions discretions policy statement referred to in the appendix is not attached as this was previously adopted and published by the Council).

16. Background Documents

- 16.1 None.

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