

# **Full Council 22 February 2018 Pay Policy Statement 2018/19**

## **For Decision**

### **Portfolio Holder(s)/Briefholder**

Briefholder – Cllr A Reed, Corporate Affairs and Continuous Improvement

### **Senior Leadership Team Contact:**

S Caundle, Assistant Chief Executive

### **Report Author:**

S Barrett, Corporate HR & OD Business Partner

### **Statutory Authority**

Under the Localism Act 2011, section 38 (1), all have a duty 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 duty to have in place arrangements for consultation between managers and staff representatives.

### **Purpose of Report**

1. To present the Dorset Councils Partnership pay policy statement for 2018/19 for approval.

### **Officer Recommendations**

2. That Council approves the pay policy statement for 2018/19 at appendix 1.

### **Reason for Decision**

3. All councils have a duty under the Localism Act to prepare and publish an annual pay statement. The statement needs to be approved by elected members.

### **Background**

4. 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.
5. 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.

6. 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.
7. 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.
8. This pay statement is also being considered by North Dorset District Council on 20 February and West Dorset District Council on 27 February.

## **Implications**

### **Corporate Plan**

9. Providing for a well-managed council

### **Financial**

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

### **Equalities**

11. The equality impact of the partnership's pay arrangements will be subject to ongoing review to ensure that they do not have a disproportionate adverse effect on any particular groups. All councils are now required to report and publish details on their gender pay data on an annual basis.

### **Environmental**

12. None

### **Economic Development**

13. None

### **Risk Management (including Health & Safety)**

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

### **Human Resources**

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

## **Consultation and Engagement**

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

## **Appendices**

17. 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).

## **Background Papers**

18. None

## **Footnote**

Issues relating to financial, environmental, economic and equalities implications have been considered and any information relevant to the decision is included within the report.

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