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| **Meeting:** | **Council**  | **Date:** | **27th March 2020** |
| **Subject:** | **Pay Policy Statement 2020/21** |
| **Report Of:** | **Cabinet Member for Performance and Resources** |
| **Wards Affected:** | **All** |  |  |
| **Key Decision:** | **No** | **Budget/Policy Framework:** | **No** |
| **Contact Officer:** | **Jon Topping, Head of Policy & Resources** |
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| **Appendices:** | 1. **Pay Policy Statement for 2020/21**
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**FOR GENERAL RELEASE**

**1.0 Purpose of Report**

1.1 The purpose of this report is to consider and approve the Council’s Pay Policy Statement for 2020/21.

1.2 Section 38 of the Localism Act 2011 requires local authorities to produce an annual pay policy statement from 2012/13 onwards, which must be agreed annually by full council.

**2.0 Recommendations**

2.1 Council is asked to **RESOLVE** that the Pay Policy Statement for 2020/21 attached as Appendix 1 be approved.

**3.0 Background and Key Issues**

3.1 The Council’s proposed pay policy for 2020/21 is attached to this report. The statement has been developed in response to the requirements of the Localism Act 2011 and follows guidance which accompanied the Act.

**4.0 Social Value Considerations**

4.1 None

**5.0 Environmental Implications**

5.1 None

**6.0 Alternative Options Considered**

6.1 The council is required to produce the statement in accordance with the Localism Act 2011; there is no alternative option on this matter.

**7.0 Reasons for Recommendations**

7.1 To demonstrate transparency in publication of the Council’s pay policy arrangements in accordance with the principles of the Localism Act.

**8.0 Future Work and Conclusions**

8.1 None.

**9.0 Financial Implications**

9.1 None.

 (Financial Services have been consulted in the preparation this report.)

**10.0 Legal Implications**

10.1 Production of an annual pay policy statement is a requirement of the Localism Act 2011.

 (One Legal have been consulted in the preparation this report.)

**11.0 Risk & Opportunity Management Implications**

11.1 The Council must have a current Pay Policy Statement in place in accordance with the legal requirements above.

**12.0 People Impact Assessment (PIA) and Safeguarding:**

12.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

**13.0 Community Safety Implications**

13.1 None

**14.0 Staffing & Trade Union Implications**

14.1 The policy will be shared with the Trade Unions at one of the routine monthly meetings

**Background Documents:** None