

TUESDAY, 22 SEPTEMBER 2020

REPORT OF THE ASSISTANT DIRECTOR PEOPLE

PAY POLICY STATEMENT 2020

EXEMPT INFORMATION

None

PURPOSE

This report details Tamworth Borough Council's Pay Policy Statement so that statutory guidance as set out in S38 of the Localism Act is adhered to.

RECOMMENDATIONS

That the Committee approve the Pay Policy Statement 2020 to be presented to Full Council for adoption and publication in line with the Localism Act 2011.

EXECUTIVE SUMMARY

Under section 112 of the Local Government Act 1972, the Council has the "power to appoint officers on such reasonable terms and conditions as authority thinks fit". The Pay Policy Statement (Appendix 1) sets out the Council's approach to pay in accordance with the requirements of Section 38 of the Localism Act 2011.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees by identifying;

- the methods by which salaries of all TBC employees are determined;
- the detail and level of remuneration of TBC's most senior staff i.e. 'Chief Officers', as defined by the relevant legislation;
- the Committees responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to Full Council.

Once approved by Full Council, this policy statement will come into effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

Under The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) legislation, the council is required to publish its Gender Pay Gap on an annual basis. The Gender Pay Gap information presented within this report (Appendix 2) is for a snap shot date of 31st March 2019 and as such the figures presented are historical and don't reflect the current organisational picture.

Findings for the snapshot date of 31st March 2019 indicate that progress has been made in reducing our gender pay gap, this was formally reported and published by 30th March 2020 as dictated by legislation. The difference in the mean hourly rate between male and females reduced from 12.6% in 2018 to 11.03% in 2019. More females are now in posts within the upper pay quartile, increasing from 50% in 2018 to 51.69% in 2019. In the lower pay quartile, the figure has become more balanced and representative of the workforce with females occupying 74.65% of roles, which has much reduced from 81.16% in the previous year.

OPTIONS CONSIDERED

N/A

RESOURCE IMPLICATIONS

There are no resource implications associated with this report. All pay is accounted for with the approved Council Budget; current salaries are budgeted at £ 11.96 million for 2020/21.

LEGAL/RISK IMPLICATIONS BACKGROUND

Section 38 of the Localism Act must be complied with, therefore, so as to minimise risk this report must be approved by full Council.

EQUALITIES IMPLICATIONS

The Localism Act was subject to consideration in terms of compatibility with the European Convention on Human Rights and contains a statement by the then Secretary of State that the provisions are compatible with equalities legislation. The Pay Policy Statement is now part of a wider transparency and equality framework alongside gender pay gap reporting requirements.

SUSTAINABILITY IMPLICATIONS

None

BACKGROUND INFORMATION

The Council has published a pay policy on an annual basis, in line with legislation, since 2012. The first annual Gender Pay Gap report was published in 2018 to meet new legislative requirements.

REPORT AUTHOR

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LIST OF BACKGROUND PAPERS

Pay Policy 2019

APPENDICES

Appendix 1 Pay Policy Statement 2020

Appendix 2 Gender Pay Gap Report 2019