

To: Council
Date: 18 April 2016
Report of: Head of Business Improvement
Title of Report: Pay Policy Statement 2016

Summary and recommendations	
Purpose of report:	To approve the annual pay policy statement in accordance with legislative requirements
Key decision:	No
Executive Board Member:	Councillor Susan Brown
Corporate Priority:	Efficient and Effective Council
Policy Framework:	None
Recommendation(s): That Council resolves to:	
1. Approve the Annual Pay Policy Statement 2016 for publication	

Appendices	
Appendix 1	Annual Pay Policy Statement 2016
Appendix 2	Risk Register

Introduction and background

1. The Council is required by legislation to approve and publish a Pay Policy Statement annually.

Overview

2. The Pay Policy Statement attached at Appendix 1 reflects the Council's current agreements and arrangements with regard to pay.
3. There are no changes to the arrangements set out in the Statement. Any changes would go through a process of consultation prior to implementation.
4. The Statement includes information on the Gender Pay Gap using the Equality and Human Rights Commission's recommended methodology. The Government has been consulting on draft legislation regarding specific reporting requirements for the

Gender Pay Gap. This is expected to come into force in the autumn with the first reporting date being April 2017. When the legislation is finalised the Statement will be reviewed to ensure compliance.

5. Consultation is also currently taking place regarding the recovery of exit payments for senior officers who return to the public sector within twelve months and capping exit payments made to public sector employees. These will be reviewed when the final legislation is implemented. The capping of exit payments is likely to have implications for the current policy on exit payments.
6. As per the usual provisions of the Pay Policy Statement, a review of Senior Officer pay will be commissioned during 2016.

Financial implications

7. The financial implications of this pay policy and the 5 year pay agreement negotiated in April 2013 have been included within the Council's Medium Term Financial Plan.
8. It is worth noting that the Council includes the requirement for the Oxford Living Wage to be taken into account in its standard procurement terms and conditions by any supplier, contractor or sub-contractor. The requirement to pay the Oxford Living Wage as a minimum also covers its Leisure Services partner.

Legal issues

9. The Council is legally required to approve and publish the annual statement. There are no other legal issues.

Level of risk

10. A risk register can be found at appendix 2.

Equalities impact

11. An Equalities Impact Assessment is not necessary as this report is to approve publication of details of existing pay arrangements. Future changes to pay arrangements will be subject to appropriate approvals and equalities impact assessments.

Report author	Helen Bishop
Job title	Head of Business Improvement
Service area or department	Business Improvement
Telephone	01865 252233
e-mail	hbishop@oxford.gov.uk

Background Papers: None