

To: Council
Date: 23 April 2018
Report of: Head of Business Improvement
Title of Report: Pay Policy Statement 2018/19

Summary and recommendations	
Purpose of report:	To approve the Annual Pay Policy Statement
Key decision:	No
Executive Board Member:	Councillor Bob Price
Corporate Priority:	Efficient and Effective Council
Policy Framework:	None
Recommendation(s): That Council resolves to:	
1. Approve the Annual Pay Policy Statement 2018/19 attached at Appendix 1.	

Appendices	
Appendix 1	Annual Pay Policy Statement 2018/19
Appendix 2	Risk Register

The Council's Gender Pay Gap Report is attached as Appendix 3 to this report for information.

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 proposed changes to the current arrangements. Any changes are required to go through a process of consultation prior to implementation.
4. New legislation regarding specific reporting requirements on the Gender Pay Gap came into force on 1st April 2017. The Council is required to publish its first report under this legislation by 31st March 2018. As this new information will be more

detailed than the brief analysis included in previous statements, and cannot be prepared until after the April salary has been paid in any reporting year, the Council has removed gender pay gap data from this report and it will be published separately in its new format in future.

5. The Government is reviewing: a) the recovery of exit payments for senior officers who return to work in the public sector within twelve months of receipt of such payment and b) capping exit payments to public sector employees. It was expected that the consultation would be concluded and the final legislation implemented last year. There have not, however, been any developments and the legislation is therefore still pending. If the legislation is finalised the Council will review the implications. The capping of exit payments is likely to have implications for the current policy on exit payments.
6. Negotiations took place in 2017 regarding pay resulting in a new local pay agreement for the period from 1st April 2018 to 31st March 2021 These arrangements are reflected in the Pay Policy Statement 2018/19.
7. Oxford Direct Services employees are not covered by this statement as they transferred to a separate company (wholly owned by Oxford City Council) on 1st April 2018. Oxford Direct Services has, however, adopted the Council's current policies including the 2018 pay agreement detailed above.

Financial implications

8. The financial implications of this Pay Policy Statement and the 3 year pay agreement negotiated in 2017 and effective from 1st April 2018 have been included within the Council's Medium Term Financial Plan.
9. 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 and Oxford Direct Services.

Legal issues

10. In accordance with the Localism Act 2011 the Council is required to approve its Annual Pay Policy Statement by 31 March each year and publish its Annual Pay Policy Statement as soon as reasonably practicable after it has been approved. In accordance with advice from the Monitoring Officer in subsequent years the Council will be requested to consider and approve the Annual Pay Policy Statement before 31 March.

Level of risk

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

Equalities impact

12. 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 consultation, appropriate approvals and equalities impact assessments.

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