

To: Council
Date: 30 March 2020
Report of: Head of Business Improvement
Title of Report: Pay Policy Statement 2020/21

Summary and recommendations	
Purpose of report:	To approve the Annual Pay Policy Statement
Key decision:	No
Executive Board Member:	Councillor Nigel Chapman
Corporate Priority:	Efficient and Effective Council
Policy Framework:	None
Recommendation: That Council resolves to:	
1. Approve the Annual Pay Policy Statement 2020/21 attached at Appendix 1	

Appendices	
Appendix 1	Annual Pay Policy Statement 2020/21
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 proposed changes to the current pay arrangements. Any changes are required to go through a process of consultation prior to implementation.
4. 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.

5. The arrangements in the local pay agreement for the period from 1 April 2020 to 31 March 2021 are reflected in the Pay Policy Statement 2020/21.

Financial implications

6. The financial implications of this Pay Policy Statement and the current 3 year pay agreement have been included within the Council's Medium Term Financial Strategy.
7. It is worth noting that the Council includes the requirement for the government's National Minimum wage to be taken into account in its standard procurement terms and conditions by any supplier, contractor or sub-contractor. The Oxford Living Wage is incorporated into the Council's contract for temporary agency workers through Reed, and the requirement to pay the Oxford Living Wage as a minimum also covers its Leisure Services partner and Oxford Direct Services Ltd.

Legal issues

8. In accordance with the Localism Act 2011 the Council is required to approve its Annual Pay Policy Statement by 31 March each year and to publish its Annual Pay Policy Statement as soon as reasonably practicable after it has been approved.

Level of risk

9. A risk register can be found at Appendix 2.

Equalities impact

10. 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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Background Papers: None