

To: Council
Date: 22 March 2021
Report of: Head of Business Improvement
Title of Report: Pay Policy Statement 2021/22

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(s): That Council resolves to:	
1. Approve the Annual Pay Policy Statement 2020/21 as 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. The Council has completed union negotiations with Unison and Unite to agree a one year pay arrangement providing a one off non-consolidated payment of £400 to employees. The arrangements in the local pay agreement for the period from 1st April 2021 to 31st March 2022 are reflected in the Pay Policy Statement 2021/22. As part of those negotiations it was also agreed to review a number of other areas in separate discussions outside of the pay negotiation process. These include

organisational change and the redeployment process for staff; flexible working including the homeworking allowance and the process for evaluating senior management roles.

4. The Restriction of Public Sector Exit Payments Regulations 2020, which cap the value of exit payments to £95,000, came into force on 4th November 2020. Following the approval for three judicial reviews of the legislation it was revoked by Government on 12th February 2021. The Government has, however, made it very clear that it still intends to bring forward proposals at pace to tackle what it sees as unjustified exit payments.
5. The Government had also consulted on further reforms to exit payments in respect of Local Government Pension Scheme with the intention of mandating employers to apply further restrictions to exit payments, including those that do not exceed the cap. Given the revocation of the Restriction of Public Sector Exit Payments Regulations this legislation will not be taken forward at this time.
6. Legislation on the recovery of exit payments for senior officers who return to work in the public sector within twelve months of receipt of an exit payment is still expected. There have not, however, been any developments in relation to this and the legislation is therefore still pending. If the legislation is finalised, the Council will review and implement the new legislation.

Financial implications

7. The financial implications of this Pay Policy Statement and the one year pay agreement have been included within the Council's Medium Term Financial Strategy.
8. It is worth noting that the Council seeks a commitment from suppliers to pay their employees the Oxford Living Wage (where work is undertaken within Oxford) or the Living Wage Foundation Rate. This includes, where appropriate, any employees engaged by a sub-contractor in fulfilling a contract. 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

9. 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

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 consultation, appropriate approvals and equalities impact assessments.

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Background Papers: None

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