

## **Report of the HR Policy Committee**

Chairman: Cllr Anna Groskop - Cabinet Member for HR, Health and Transformation

Division and Local Member: All

Lead Officer: Chris Squire - HR Director

Author: Jamie Jackson - Governance Manager, Scrutiny

Contact Details: 01823 355032 [jajackson@somerset.gov.uk](mailto:jajackson@somerset.gov.uk)

### **1. Summary**

- 1.1. This report covers the meeting of the Committee on 13 March 2017 which considered one item of business – the draft Pay Policy Statement for 2017/18.
- 1.2. Section 38(1) of the Localism Act 2011 requires English and Welsh local authorities to produce a PPS for each financial year which must be approved formally by Full Council. If the Council fails to comply with the requirements of the PPS in respect of the appointment / dismissal of officers then it could be subject to legal challenge.
- 1.3. The HR Policy Committee forms a key part of the Council's constitutional arrangements which underpin the aims and delivery of the Somerset County Plan. The Committee exercises delegated authority from the Council in respect of the approval of the Council's HR policies.

### **2. Items Discussed and Decisions/Recommendations made:**

- 2.1. Council is recommended to approve the revised Pay Policy Statement for 2017/18 as recommended by the HR Policy Committee – see Appendix A.

### **3. Background**

- 3.1. Section 38(1) of the Localism Act 2011 requires English and Welsh local authorities to produce a PPS for each financial year which must be approved formally by Full Council. The HR Policy Committee considered amendments to the PPS at its March meeting and this report sets out the recommendations of the Committee for the PPS to apply for the 2017/18 financial year.
- 3.2. There are no substantive changes recommended to the PPS for 2017/18. The only changes considered necessary are minor and bring the PPS up to date in terms of dates and pay figures. These reflect the second year of a pay award to staff other than Chief Officers agreed in June 2016 and backdated to 1 April 2016. The two-year agreement provided a one per cent increase in each of 2016 and 2017 in addition to increasing the bottom pay points to take account of the National Living Wage increase.

- 3.3 The PPS also reflects the second year of the complementary Chief Officers Pay Award, agreed by HR Policy Committee in June 2016, which provided a 2 year deal of 1% per year for 2016/17 and 2017/18.
- 3.4 The PPS recommended is intended to ensure that the Statement maintains an appropriate balance between rigorous governance of pay and reasonable flexibility for managers to manage.

#### **4. Implications**

- 4.1 **Legal:** See paragraph 1.2 above
- 4.2 **Financial:** There are no direct financial implications associated with agreeing the PPS for 2017/18 as the decisions reflected in its content have already been actioned.
- 4.3 **Equalities, sustainability, community safety and privacy implications:** There are no direct equalities implications arising from any of the proposals in this report. There are also no sustainability, community safety or privacy implications.

#### **5. Background papers**

- 5.1 None