

Report of the HR Policy Committee

Chairman: Cllr Mandy Chilcott, Cabinet Member for Resources

Division and Local Member: All

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1. Summary/link to the County Plan

- 1.1. Officers prepared an updated 2021/22 Pay Policy Statement, attached as Appendix A, which the HR Policy Committee considered on 19 January 2021 and recommended to Full Council for its approval.

The only changes to the Pay Policy Statement for 2021/22 were minor amendments predominantly related to dates and hyperlinks within the document.

The report also acknowledged the potential need for an extraordinary meeting of the HR Policy Committee to review SLT pay in line with any decisions regarding pay for those on Green Book terms and conditions given that these negotiations have not yet commenced.

- 1.2. 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. However legislation requires the Pay Policy Statement (PPS) itself to be approved by Full Council on the recommendation of the HR Policy Committee. The PPS needs to be approved in time for implementation from the beginning of the financial year.

2. Recommendations

- 2.1. **The HR Policy Committee agreed to recommend the Council agree the Pay Policy Statement (PPS) for the Council for 2021-22 (attached as Appendix A to this report) to have effect from 1st April 2021.**

(Note – Appendix A includes tracked changes to highlight proposed amendments in full)

3. Background

- 3.1. Section 38(1) of the Localism Act 2011 requires local authorities to prepare, agree and publish pay policy statements for each financial year. Under the

legislation the approval of this policy statement is a function of Full Council rather than an 'executive' function and cannot be delegated to a committee. It therefore needs to be approved at a meeting of the Full Council hence this report.

- 3.2.** Full Council agreed the current PPS for 2020/21 on 19 February 2020.
- 3.3.** The only minor changes to the Pay Policy Statement for 2020/21 predominantly reflect date amendments. These are marked as tracked changes on Appendix A.
- 3.4.** It should be noted that the new rate of the National Living Wage (NLW) will apply from 1 April 2021.

The hourly rate for the NLW will be £89.91 per hour and will apply not only to those aged 25 and over, but has also been extended to 23 and 24 year olds.

The Unions have yet to make a pay claim for staff covered by Green Book terms and conditions. It is expected that it will be put to the Employer's side by the end of January 2021. As this is still a nationally negotiated arrangement, the details would have been taken to the HR Policy Committee for information only.

4. Implications

- 4.1.** The proposals for the PPS ensure that the Council fully meets the Council's statutory obligations under Section 38 of the Localism Act and the associated statutory guidance

5 Background papers

- 5.1** Agenda and papers for the HR Policy Committee meeting 19 January 2021.

Note: For sight of individual background papers please contact the report author.