

REPORT TITLE: PAY POLICY – FURTHER BACKGROUND INFORMATION

24 FEBRUARY 2021

REPORT OF CABINET MEMBER: Cllr Neil Cutler – Deputy Leader and Cabinet Member for Finance and Risk

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WARD(S): ALL

PURPOSE:

During consideration of Report AG041 – Pay Policy Statement 2021/22, the Audit and Governance Committee requested that additional background information be provided for Full Council relating to the remuneration information in the pay policy statement and any correlation to groups of employees with characteristics protected by the Equality Act. An Equality Impact Assessment (EIA) has been completed on the implementation of the updated Pay Policy Statement and no negative impacts from the policy have been identified. The EIA will be reviewed annually alongside the Pay Policy Statement.

Clarification was also sought on pension contribution rates and reemployment of employees leaving due to redundancy and retirement.

Additional Information

1. In discussion with the Chair after the meeting it was agreed that information concerning the gender split by grade would be made available. The table below shows the position at July 2020. The council has an overall gender split of 60% female to 40% male employees.

	F %	M %
Chief Executive	100	0
Director	25	75
Corporate Head of Service	71	29
Grade 09	57	43
Grade 08	28	72
Grade 07	52	48
Grade 06	57	43
Grade 05	63	37
Grade 04	64	36
Grade 03	66	34

2. A question of clarification at the Audit & Governance Committee regarding the employer's pension contribution (paragraph 4.8.2) highlighted an update to reflect the current contribution rate of 18% of salary. The footnote should be removed. The existing paragraph 4.8.2, and supporting footnote, in the Pay Policy Statement AG041 is to be replaced with the updated wording as follows:

“In addition to the employee's own contribution, the council makes a contribution of 18% towards the pension of each member of the LGPS scheme.”

3. Paragraph at 11.1 of the Pay Policy Statement was considered to be confusing and will be replaced by the following two sentences:

“When an employee is dismissed on the grounds of redundancy with the consent of the employee, the council will not re-employ them for a period of 12 months following the termination of employment. When an employee leaves the council following an approved early retirement which has resulted in a cost to the council, the council will not re-employ them for a period of 12 months following the date of retirement.”

**RECOMMENDATIONS:**

That Council notes the updates and agrees the changes to the Pay Policy Statement 2021/22 set out in report AG041.