

# Public Document Pack



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Trinity Road  
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TO: All Members of the Council

Date: 15 January 2021  
Our Ref: Council  
Your Ref:

**Contact:** Ruth Harrison  
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Dear Councillor

## **COUNCIL - THURSDAY 21ST JANUARY, 2021**

I refer to the agenda for the above meeting and now enclose the following report with amended recommendations as recommended by the Pay and Grading Committee.

<b>Agenda No.</b>	<b>Item</b>
9.	<b>Pay Policy (Pages 131 - 134)</b>  Report of the Chief Legal and Democratic Officer.

Yours faithfully,

D.Johnson

Chief Executive

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# Agenda Item 9

<b>Report to:</b>	Council	<b>Date of Meeting:</b>	21 January 2021
<b>Subject:</b>	Pay Policy		
<b>Report of:</b>	Chief Legal and Democratic Officer	<b>Wards Affected:</b>	All
<b>Portfolio:</b>	Regulatory, Compliance and Corporate Services		
<b>Is this a Key Decision:</b>	No	<b>Included in Forward Plan:</b>	No
<b>Exempt / Confidential Report:</b>	No		

## Summary:

To inform members of the recommendation of the Pay and Grading Committee held on 13 January 2021 following consideration of the Pay Policy for the Council as required by the Localism Act 2011.

## Recommendation(s):

- (i) The proposed Pay Policy at Annex A to the report be approved;
- (ii) That any changes to the Pay Policy as required because of legislation are delegated to the Pay and Grading Committee;
- (iii) Any further discretionary waiver in connection with the termination payments as detailed in this report be considered by the Pay & Grading Committee to provide a recommendation before matters go to Full Council; and
- (iv) in the event of a future Labour Government the Council be recommended to write to the Government requesting that the Restriction of Public Sector Exit Payments Regulations 2020 be repealed.

## Reasons for the Recommendation(s):

To comply with the Localism Act 2011 and to comply with the Restriction of Public Sector Exit Payments Regulations 2020

## Alternative Options Considered and Rejected: (including any Risk Implications)

No alternative, a Pay Policy for the Council as required by the Localism Act 2011

## What will it cost and how will it be financed?

(A) Revenue Costs N/A

# Agenda Item 9

## (B) Capital Costs N/A

### Implications of the Proposals:

<b>Resource Implications (Financial, IT, Staffing and Assets):</b> The Pay Policy has been amended and updated to reflect any changes that have occurred since the last report.
<b>Legal Implications:</b> The Council has the following duties under the following sections of the Localism Act 2011:-  Section 38- The Council must prepare a Pay Policy Statement for each financial year which sets out its policies relating to the remuneration of its chief officers and its lowest-paid employees and the relationship between the remuneration of its chief officers and its employees.  Section 39-The Council's Pay Policy Statement must be approved by resolution of the authority before it comes into force and prior to 31 <sup>st</sup> March immediately preceding the financial year to which it relates.  Section 40- With regard to its functions under sections 38 and 39 [above] the Council must have regard to any guidance issued or approved by the Secretary of State.
<b>Equality Implications:</b> There are no equality implications.

### Contribution to the Council's Core Purpose:

A Pay Policy for the Council as required by the Localism Act 2011

Protect the most vulnerable: NA
Facilitate confident and resilient communities: NA
Commission, broker and provide core services: NA
Place – leadership and influencer: NA
Drivers of change and reform: NA
Facilitate sustainable economic prosperity: NA
Greater income for social investment: NA
Cleaner Greener NA

What consultations have taken place on the proposals and when?

## (A) Internal Consultations

The Executive Director Corporate Resources and Customer Services (FD.6246/21) and the Chief Legal and Democratic Officer (LD 4447/21) have been consulted on the original report and any comments have been incorporated into that report. This report updates the recommendations arising from the decision taken by the Pay and Grading Committee.

**Implementation Date for the Decision** -Immediately following the Council meeting.

<b>Contact Officer:</b>	<b>Ian Barton</b>
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## Background Papers:

There are no background papers available for inspection.

## Introduction/Background

1. A report dealing with a requirement in the Localism Act 2011 (the Act) which became statute in November 2011. The Act introduced a requirement for Local Authorities to agree and publish an Annual Pay Policy Statement effective from December 2011. A report has already been circulated to members at agenda item: 9.
2. The report was considered by the Pay and Grading Committee at its meeting held on 13 January 2021.
3. At its meeting held on 13 January 2021 the Pay and Grading Committee recommended as follows:-
  - (1) the Council be recommended to approve the proposed Pay Policy as detailed within Annexe A of the report; and
  - (2) in the event of a future Labour Government the Council be recommended to write to the Government requesting that the Restriction of Public Sector Exit Payments Regulations 2020 be repealed.
  - (3) in accordance with Rule 96 of the Council and Committee Procedure Rules of the Constitution, the dissent of Councillor Sir Ron Watson from the decision set out above be recorded.

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