

## **PAY POLICY**

**EXECUTIVE MEMBER:** Cllr Norman Williams

**LEAD OFFICER:** Len Gleed, Human Resources Manager

**REPORT AUTHOR:** Len Gleed, Human Resources Manager

### **Summary and Recommendation:**

The report presents a draft Pay Policy for Copeland, to form a framework for the creation of a new pay structure following the completion of job evaluation.

## **1. INTRODUCTION**

- 1.1 Panel members will be aware of the Local Government Pay and Workforce Strategy (PWS) which is a Government initiative in pursuit of the transformation of local government, supported by the Local Government Association and the Employers' Organisation. One of the key priorities within PWS is the development of appropriate pay and reward arrangements, including Job Evaluation, Equal Pay, Single Status, and flexible working.
- 1.2 Copeland commenced its pay and grading review in April 2007, and has now completed the job evaluation phase. More than 200 jobs have been evaluated, and the results moderated by Heads of Service and reviewed by the joint management/trades union Steering Group.
- 1.3 The current phase of the project involves the development of a new pay and grading structure for the Council, based on the job ranking list produced through the evaluation process. The new pay and grading structure is also required to eliminate remaining Single Status anomalies, including residual bonus schemes, differences in working hours, and differences in sick pay arrangements.
- 1.4 Any new pay and grading arrangements have to be implemented within the budgetary parameters already in place for 2008/9 and beyond.

## **2. DRAFT POLICY**

- 2.1 As a framework for the development and future maintenance of its new pay and grading structure, the Council needs to adopt some basic principles which describe the key features of the pay and grading

arrangements which will be negotiated and put in place in the next few months.

- 2.2 The draft Pay Policy attached as Appendix 1 proposes such a set of basic principles.

### **3. RECOMMENDATION**

- 3.1 Members are requested to consider the draft Pay Policy, and agree to its adoption.

### **List of Appendices**

**Appendix 1** Draft Pay Policy

**List of Consultees:** People Strategy Group; Corporate Team; Management Group; Trades Unions