

Record of Decisions

Torbay Council Annual Pay Policy Statement including Gender Pay

Decision Taker

Cabinet on 18 February 2021

Decision

That Council be recommended to approve:

- (i) the Torbay Council Annual Pay Policy Statement 2021/22 as set out in revised Appendix 1 to the submitted report be approved for publication;
- (ii) the Torbay Council Gender Pay Gap Report, contained within the Annual Pay Policy Statement 2021/22 in Appendix 1 to the submitted report be approved for publication; and
- (iii) the Employers Pensions Discretions set out in Appendix 2 to the submitted report be approved for publication.

Reason for the Decision

To meet the statutory requirements to review these reports and policies.

Implementation

The recommendations of the Cabinet will be considered at the Council meeting on 25 February 2021.

Information

The submitted report set out the Council's Annual Pay Policy Statement, as required under Section 38 (1) of the Localism Act 2011. It was noted that the pay policy statement drew together the Council's overarching policies on pay and conditions and would be published on the Council's Website. The report also set out the annual review of pensions discretions as required by the Local Government Pension Scheme Regulations. In addition, the report set out details of the Council's gender pay gap data as required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

At the Cabinet meeting on 18 February 2021, the Interim Chief Executive advised that the Annual Pay Policy Statement 2021-22 made reference to the Public Sector Exit Payment Regulations which came into force on 4 November 2020. Since the report was published, the Government's Treasury Department had issued a direction on 12 February 2021 to dis-apply, with immediate effect, Public Sector Exit Payment Regulations and it was noted the report to Council would be revised to reflect this.

Councillor Carter proposed and Councillor Cowell seconded a motion which was agreed unanimously by the Cabinet at set out above.

Alternative Options considered and rejected at the time of the decision

None

Is this a Key Decision?

Yes – Reference Number: I078885

Does the call-in procedure apply?

No

Declarations of interest (including details of any relevant dispensations issued by the Standards Committee)

None

Published

22 February 2021

Signed: _____ Date: _____
Leader of Torbay Council on behalf of the Cabinet