

# EARNLEY PARISH COUNCIL

## PAY POLICY

### 1. Introduction

1.1 Earnley Parish Council actively promotes equal opportunities in employment and welcomes diversity within its workforce. The council is committed to ensuring a clear and fair pay policy for its staff members. This policy supports those principals in explaining how pay is calculated, reviewed and paid to staff.

### 2. Legislation

2.1 The relevant legislation concerning equal pay is found within the Equal Pay Act 1970, the Equal Pay (Amendment) Regulations 1983 and the Pensions Act 2011.

2.2 It is included in other United Kingdom legislation, European Community Law, the EU Directive on Fixed Term Work and resultant UK regulations. The legislation applies to all workers or employees regardless of full or part-time status, casual or temporary contract or length of service or any other consideration.

### 3. Pay scales

3.1 To comply with the legislation, the council will operate a transparent pay system, based on objective criteria and publish pay details of staff in line with the requirements of the Local Government Transparency Code 2015.

3.2 All staff members pay scales will be determined by their grading, which will align to the National Joint Council for Local Government Services (NJC) published pay scales.

3.3 Staff members will be appointed to either a defined salary scale point, or within a defined salary scale published for their role.

3.4 The starting salary on appointment will normally be at the lower end of the salary scale, subject to negotiation based on the appointee's level of relevant knowledge and experience.

3.5 One salary point will be added to a staff members salary, up to a maximum of four points, for success in obtaining or already holding any of the following relevant qualifications:

- The Certificate in Local Council Administration (CiLCA)
- The Certificate of Higher Education in Community Engagement and Governance - Level 1 or equivalent qualification previously awarded by the University of Gloucestershire
- The Diploma in Higher Education in Community Engagement and Governance or equivalent qualification previously awarded by the University of Gloucestershire
- BA (Hons) degree in Community Engagement and Governance or equivalent qualification previously awarded by the University of Gloucestershire

#### 4. Pay reviews

4.1 Each staff member will receive an annual appraisal, which will include a review of their salary.

4.2 Subject to satisfactory performance, staff members appointed within a scale will progress automatically through the salary scale by annual increments until they reach the maximum salary in the range.

4.3 Increments will be payable on the 1<sup>st</sup> April. The council may withhold an increment if it is considered that performance fell below the expected level following an annual appraisal, or award additional increments for exemplary performance.

4.4 Progression for staff members appointed on a single point salary will depend on their performance and will be subject to agreement by the Council. Increments for staff members on a single point salary will be payable on a date to be agreed by the Council

#### 5. Salary payments

5.1 Staff members are paid in arrears, and receive payment by bank transfer on the 31st of each month, or if the 31st is a weekend or bank holiday, the previous working day.

A review of the policy shall be undertaken bi-annually (or as appropriate) and necessary amendments will be undertaken by the Clerk and reported to the Full Council for approval. The Council will undertake to ensure that its members and employees are trained in the processes required by this policy as deemed appropriate.

Adopted by Full Council 18<sup>th</sup> July 2019 Minute Number 80.19 (2.1.2)

Review July 2021