

# SOUTH YORKSHIRE PENSIONS AUTHORITY

14 March 2019

## Report of the Fund Director

### PAY POLICY STATEMENT 2019/20

1) Purpose of the Report

To secure approval of the Authority's pay policy statement for 2019/20

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2) Recommendations

**Members are recommended to:**

- a) Approve the Pay Policy Statement for 2019/20 set out in Appendix A.**
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3) Background Information

- 3.1 Members will be familiar with the concept of the Pay Policy Statement which is often approved by the District Councils as part of their budget process. For the Pensions Authority such a statement usefully brings together a number of pieces of information and policy in a single place and provides an appropriate level of transparency around issues of pay and reward.
- 3.2 This year's Statement includes a new single pay spine incorporating all the Authority's staff and reflecting the new national pay spine agreed by the NJC. In order to map staff over to the new pay spine in a sensible way it has been necessary to omit 3 of the points in the national spine from the local one. In addition, in order both to reduce the number of more senior grades, even up the number of points in these grades and appropriately match these grades to ranges of job evaluation scores a number of additional locally determined scale points have been added into the previous senior management grades. This provides a pay structure which is more suitable for the organisation going forward. As part of negotiating the pay structure with Unison an equality impact assessment has been conducted which indicates that the new structure is more equitable than its predecessor.
- 3.3 Importantly the new salary scale allows the Authority to end the practice of a Living Wage supplement for the lowest paid as the lowest point of the new national scale is set above the level of the Foundation Living Wage.

3.4 The Statement indicates a ratio between the highest and lowest salaries in the organisation of 6.1:1 which represents a significantly lower gap than would be expected in the financial services world which is the nearest clear comparator to the Authority.

4) Implications and risks

- Financial – The salary scale set out in the attached Pay Policy Statement is reflected in the 2019/20 budget therefore there are no additional financial implications.
- Legal – There are no specific legal implications arising from the approval of this statement.
- Diversity – There are no identified diversity implications.
- Risk – Maintaining a clear and rational pay and grading structure allows the Authority to address a number of the workforce related risks reflected in the risk register,

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**Background papers** used in the preparation of this report are available for inspection at the offices of the Authority in Barnsley.