

AGENDA ITEM 93**PAY POLICY STATEMENT 2017/18****CLARIFICATION TO THE POLICY STATEMENT 2017/18****Officer technical amendment pursuant to paragraph 14.3 of Council Procedure Rules**

The Council is asked to note there is an officer's technical clarification to the wording in paragraph 18 of the Pay Policy Statement, with the deletion of the wording as struck through and the addition of the wording as shown below in bold italics:

The second sentence of Paragraph 18 Pay Protection on page 89 needs to be amended to read; "In cases where an employee is redeployed into a lower graded role due to their original role being made redundant, the ***annual protection payment will be the difference between the employee's normal contractual pay in the former post and the normal contractual pay of the new post in year 1; and in year 2 it will be 75% of this value.***

Revised paragraph 18 to read:**18 Pay Protection**

The council implemented a revised pay protection policy during 2016/17 for employees who are redeployed by reason of redundancy. In cases where an employee is redeployed into a lower graded role due to their original role being made redundant, the annual protection payment will be the difference between the employee's normal contractual pay in the former post and the normal contractual pay of the new post in year 1; and in year 2 it will be 75% of this value. After which the employee will be paid the rate for the role they've been redeployed into.

An employee will have the amount of their protection re-calculated should their pay details change at any point during the protection period so that their amount of pay does not exceed the pay they received in the role they were made redundant from.

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