

**Report To: Council**

**Date of Meeting: 11 September 2012**

**Lead Member / Officer: Cllr Barbara Smith**

**Report Author: Mohammed Mehmet, Chief Executive Officer**

**Title: Pay Policy Statement**

---

t

**1. What is the report about?**

- 1.1 The Localism Act 2011 requires local authorities to prepare pay policy statements. These statements must articulate an authority's own policies towards a range of issues relating to the pay of its workforce particularly its senior staff (or "chief officers") and its lowest paid employees. Pay policy statements must be prepared for each financial year, beginning with 2012/13. They must be approved by the Council, and published on the relevant website.

**2. What is the reason for making this report?**

- 2.1 This report has been prepared to satisfy the Council's legal obligations in respect of the Localism Act 2011.
- 2.2 To seek approval of the attached Pay Policy Statement which has been drafted in accordance with the requirements of 38 (1) of the Localism Act 2011 and incorporates all existing pay arrangements for the workforce groups within the Council, including Chief Officers and the lowest paid employees.

**3. What are the Recommendations?**

- 3.1 To approve the attached Pay Policy Statement to ensure the Council complies with its legal obligations under the Localism Act 2011.

**4. Report details.**

- 4.1 Under Section 112 of the Local Government Act 1972 the Council has 'the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit'. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of 38 (1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for 2012/3 and for each financial year after that, detailing:

- a) The Authority's Policies towards all aspects and elements of the remuneration of Chief Officers
- b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
- c) The Authority's Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
- d) The relationship between the remuneration of its Chief Officers and other employees.

**5. How does the decision contribute to the Corporate Priorities?**

5.1 Not applicable.

**6. What will it cost and how will it affect other services?**

6.1. There are no new financial implications for the Council arising from this report.

**7. What consultations have been carried out and has an Equality Impact Assessment Screening been undertaken?**

7.1. Consultation with the Head of Legal and Democratic Services, the Section 151 Officer and the Senior Leadership Team to ensure all requirements of s38 (1) of the Localism Act were incorporated into the Pay Policy Statement.

7.2. Cllr. Barbara Smith, Lead Member for HR who is content for the Report to be presented to Council.

7.3 The Council's Pay and Grading Structure introduced following Single Status was subject to an Equality Impact Assessment.

**8. Chief Finance Officer Statement**

8.1 There are no financial implications arising from this report

**9. What risks are there and is there anything we can do to reduce them?**

9.1 The Council will be in breach of its legal obligations in respect of the **Localism Act** if it fails to adopt the Pay Policy.

**10. Power to make the Decision**

10.1 s38 (1) of the Localism Act 2011 and section 112 of the Local Government Act 1972 covering the power to appoint officers