

## Report of the Chief Executive

Extraordinary Council – 10 March 2015

### PAY POLICY 2016/2017

<b>Purpose:</b>	To seek Council approval of the Pay Policy for 2016/17
<b>Policy Framework:</b>	None
<b>Reason for Decision:</b>	To comply with the Localism Act 2011.
<b>Consultation:</b>	Human Resources, Legal, Finance and Access to Services.
<b>Recommendation:</b>	That Council approve the Policy for adoption.
<b>Report Author:</b>	Steve Rees
<b>Finance Officer:</b>	Mike Hawes
<b>Legal Officer:</b>	Patrick Arran
<b>Access to Services Officer:</b>	Sherrill Hopkins

#### 1. INTRODUCTION

- 1.1 The Localism Act 2011 required the Authority to prepare a Pay Policy Statement which articulates its Policy towards a range of issues relating to the pay of its workforce, particularly senior staff and the lowest paid employees.
- 1.2 This Authority's Pay Policy was approved at Council on March 2012 and subsequently reviewed each year.
- 1.3 The statement must be;
  - a) Prepared each year
  - b) Approved by full Council each year by 31<sup>st</sup> March.
  - c) Published on relevant Authorities' websites

#### 3. PAY POLICY STATEMENT 2016/2017

- 3.1 A copy of the revised Pay Policy Statement is attached at Appendix A.

3.2 The main changes are as follows:-

- a) Reference to new National Living Wage from 1<sup>st</sup> April 2016 (see Paragraph 4.6)
- b) Review of the Pay Relativities within the Authority (see Paragraph 8)
- c) Reference to the Independent Remuneration Panel (see Paragraph 9)

#### **4. FINANCIAL IMPLICATIONS**

4.1 The costs arising from the Council's Pay Policy Statement are reflected in the 2016/2017 Budget.

#### **5. LEGAL IMPLICATIONS**

5.1 All of the Legal implications have been set out in the Policy.

#### **6. EQUALITIES AND ENGAGEMENT IMPLICATIONS**

6.1 Equalities and engagement considerations have been made in accordance with the Authority's Equality Impact Assessment process. .

**Appendix:** Draft Pay Policy Statement 2016/2017

**Background Papers:** None