



Report of the Chief Executive

Council – 22 March 2018

Pay Policy 2018/2019

Purpose:	To seek Council approval of the Pay Policy for 2018/2019
Policy Framework:	None
Consultation:	Human Resources, Legal, Finance and Access to Services.
Recommendation:	That Council approve the Policy for adoption.
Report Author:	Steve Rees
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Sherill 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 March.
 - c) Published on relevant Authorities' websites

2. Pay Policy Statement 2018/2019

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

3. Financial Implications

3.1 The costs arising from the Council's Pay Policy Statement are reflected in the 2018/2019 Budget.

4. Legal Implications

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

5. Equalities and Engagement Implications

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

Background Papers:

None.

Appendices:

Appendix A - Draft Pay Policy Statement 2018/2019.