

# ***Report to the Council***

**Committee:** Cabinet

**Date:** 22 April 2014

**Portfolio Holder:** Councillor H Ulkun (Support Services)

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## **PAY POLICY STATEMENT FOR 2014/15**

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### **Recommending:**

**That the attached Pay Policy Statement for 2014/15 be approved.**

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1. Section 38(1) of the Localism Act 2011 requires the Council to publish a Pay Policy Statement for each financial year setting out details of its remuneration policy. Specifically including the Council's approach to its highest and lowest paid employees.
2. The Council's first Pay Policy Statement was published on the website in March 2012.
3. The matters which must be included in the statutory Pay Policy Statement are as follows:
  - (a) the Council's policy on the level and elements of remuneration for each chief officer;
  - (b) the Council's policy on the remuneration of its lowest paid employee (together with its definition of 'lowest paid employees' and its reasons for adopting that definition);
  - (c) the Council's policy on the relationship between the remuneration of its chief officers and other officers; and
  - (d) the Council's policy on specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency.
4. The Act defines remuneration in broad terms and guidance suggests that it is to include not just pay but also charges, fees, allowances, benefits in kind, increases

in/enhancements of pension entitlements and termination payments.

5. We have amended the Council's Pay Policy Statement for 2014/15 to reflect:
  - (a) the decisions taken at Council on 17 December 2013 regarding the Directorate Restructure;
  - (b) the new Local Government Pension Scheme employee contribution rates with effect from 1 April 2014;
  - (c) the Returning Officer fees paid in 2013/14; and
  - (d) the national pay award, 2013.
6. The attached Statement sets out the Council's current practices and policies and is with amendments to the previous policy highlighted in bold text.
7. We recommend as set out at the commencement of this report.