

COUNCIL

PAY POLICY STATEMENT 2016/2017

Executive Director: Tony Parkinson, Commercial and Corporate Services

30th March 2016

PURPOSE OF THE REPORT

1. To submit the 2016-17 Pay Policy Statement for consideration and approval.

BACKGROUND

2. On 15 January 2012 the part of the Localism Act 2011 that requires councils to produce a Pay Policy Statement, came into force. To ensure compliance with the Act the statement must be reviewed annually and approved by full Council. A statement was first produced for the financial year 2012-13. Four statements have now been submitted to Council to ensure compliance with the Act.
3. The Pay Policy Statement sets out the Council's policies on remuneration of its staff in accordance with section 38 of the Localism Act 2011. The policy must be approved by full Council and is subject to annual review. The Pay Policy Statement sets out details of the various employee policies relevant to the remuneration of Chief Officers in operation within the Council. The actual content of those policies included within the statement will continue to be determined by current mechanisms. For example the Chief Executive in their role as the Head of Paid Service will continue to be responsible for 'determining and publicising a description of the overall structure of the Council showing the management structure and deployment of officers'¹.

PROPOSALS

4. It is proposed that Council considers the Pay Policy Statement 2016-17 appended to this report at Appendix 1.

¹ Quote is from the Middlesbrough Council Constitution and interprets powers set out within the Local Government and Housing Act 1989

5. The salary for the Strategic Director level post has been reviewed and has been set as a spot salary of £98,000.

OPTION APPRAISAL/RISK ASSESSMENT

6. Not applicable.

FINANCIAL/WARD/LEGAL IMPLICATIONS

7. Financial – The Pay Policy Statement itself does not have any new financial implications; however, because the policies set out within the statement relate to employee pay and conditions, they do have a financial impact on the Council, which is budgeted for.
8. Ward Implications – No impact.
9. Legal Implications – It is a requirement of the Localism Act 2011 that the Pay Policy Statement is developed and approved by Council. The Pay Policy Statement is based on current statutory guidance ‘Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011 Supplementary Guidance’ published February 2013 and ‘Local Government Transparency Code 2015’, published February 2015.

RECOMMENDATIONS

10. It is recommended that the Pay Policy Statement is endorsed and submitted to full Council for approval.

REASONS

11. It is a requirement of the Localism Act 2011 that the Pay Policy Statement 2016-17 is approved by Council.

BACKGROUND PAPERS

- Localism Act 2011
- Supplementary guidance to the Localism Act requirements (Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011, dated February 2013, issued by Department of Communities and Local Government
- Local Government Transparency Code 2015 dated February 2015, issued by Department of Communities and Local Government

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