

FULL COUNCIL

Report title	Pay Policy Statement 2018/19	
Chief Executive or Director	James Bromiley Strategic Director for Finance Governance and Support	
Date	28 th March 2018	
Purpose of the report	To submit the Pay Policy Statement for 2018/19 for consideration.	
Summary of the report	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.	
If this is a key decision, which key decision test applies?*	Over the financial threshold (£150,000)	
	Amends the Council's policy framework	
	Affects two or more wards	
	Non-key	X
If this is a confidential report, which category of exemption(s) from the Schedule 12a of the Local Government Act 1972 applies?	<i>Not applicable</i>	
Decision(s) asked for	That Full Council agree the Pay Policy Statement 2018/19.	
Impact of decision(s)	The Pay Policy Statement sets out details of policies already in place within the Council, rather than establishing policy in its own right. The policies set out within the statement have previously been subject to the Impact Assessment process, where required.	

What is the purpose of this report?

The purpose of the report is to set out the Pay Policy Statement 2018/19 for consideration by Council.

Why is this report necessary?

It is a requirement of the Localism Act 2011 (section 38) that the Council produces an annual Pay Policy Statement, in line with supplementary statutory guidance.

What decision(s) are being asked for?

It is recommended that the Pay Policy Statement is approved by full Council.

Why is this being recommended?

The Pay Policy Statement is being recommended to ensure that the Council complies with statutory requirements in relation to publication of information required by the Localism Act 2011.

Other potential decisions and why these have not been recommended

The only other option available would be to not approve a Pay Policy Statement. This is not recommended because it would result in failure to comply with the Localism Act 2011.

Impact(s) of recommended decision(s)

Legal

As set out above - the pay policy statement is a requirement of the Localism Act 2011.

Financial

There are no direct implications arising from this report. It sets out financial detail but this detail is determined by the Council's range of HR policies that are in place.

The Mayor's Vision for Middlesbrough

The statement is in line with the Mayor's vision for Middlesbrough.

Policy Framework

The Pay Policy Statement forms part of the Policy Framework, meaning that it is a decision reserved for full Council. Once agreed it will replace the previous year's statement, therefore amending the policy framework.

Wards

Not applicable. No wards are directly affected by this document.

Equality and Diversity

An Impact Assessment has not been completed, as the Pay Policy Statement sets out details of policies already in place within the Council rather than establishing policy in its own right. The policies set out within the statement have previously been subject to the Impact Assessment process, where required.

Risk

The statement sets out how the Council remunerates its senior officers and provides assurance that it is employing fair and transparent employment practices.

Actions to be taken to implement the decision(s)

Once approved the current statement will be published on the Council's website.

Appendices

Appendix 1 – 2018/19 Pay Policy Statement

Background papers

Body	Report title	Date
Council	2017-18 Pay Policy Statement	March 2017