FOR PUBLICATION

APPROVAL OF SENIOR PAY POLICY STATEMENT 2014-15 (B000)

MEETING:	1. EXECUTIVE MEMBER - GOVERNANCE AND ORGANISATIONAL DEVELOPMENT 2. CABINET 3. FULL COUNCIL
DATE:	1. TUESDAY 4 FEBRUARY 2014 2. TUESDAY 18 FEBRUARY 2014 3. THURSDAY 27 FEBRUARY 2014
REPORT BY:	PERSONNEL & FINANCIAL SERVICES MANAGER ARVATO PUBLIC SECTOR SERVICES
WARD:	ALL
COMMUNITY FORUM:	ALL
KEY DECISION REFERENCE (IF APPLICABLE):	This is a Key Decision and should be put on the Forward Plan of Key decisions No 387

FOR PUBLICATION

1.0 PURPOSE OF REPORT

1.1 To seek approval to a revision of the current Senior Pay Policy Statement in accordance with the Localism Act 2011.

2.0 RECOMMENDATION

2.1 That Cabinet consider the revised Senior Pay Policy Statement and refer it for approval by Full Council.

3.0 BACKGROUND

3.1 A first version of this Policy was developed in March 2012 following the implementation of the Localism Act 2011. Section 38 (1) of the

Act requires that English and Welsh local authorities produce a Senior Pay Policy Statement for 2012/13 and each financial year after that.

3.2 The objective for publishing this information is to increase public transparency and local democratic accountability in how senior pay is set in local authorities. The intention is for Councils to be able to demonstrate value for money in the remuneration package of the senior managers and also show the role that local councillors play in determining senior reward.

3.3 The Policy has to be approved by Full Council each year and published on the Council's website. A copy of the Senior Pay Policy Statement 2014-15 is attached at Appendix 1.

3.4 The report was considered by Cabinet at its meeting on the 18th February, 2014 and the recommendation was approved.

4.0 KEY ISSUES

4.1 Further guidance was issued by the Department for Communities and Local Government in February 2013 and this Policy was subsequently updated to reflect these recommendations.

4.2 No further guidance has been issued for this years Pay Policy Statement but the following minor amendments have been made:

- Para 3 – explanation that whilst CMT have had incremental progression they have not received a cost of living rise since 2009
- Para 5.5 - information on the payment of car mileage and allowances has been updated to reflect the agreement at Cabinet in July 2013 to move to HMRC rates
- Para 7 – information on the lowest paid employees updated to reflect the national agreement to remove the bottom spinal column point
- Para 9.1 – added that the employers pension contribution increased from April 2014
- Para 9.2 – point added that changes to the LGPS could affect bandings from 1 April 2014.

4.3 Should there be any significant changes in pay and conditions during the financial year, then the Policy will be updated accordingly.

4.4 Some authorities have included their Senior Pay Policy Statement in the Pay Agreement for all employees. As the Council is currently

reviewing the Local Collective Agreement on Pay and Conditions, we will consider incorporating this Policy into any revised Agreement.

5.0 CONSULTATION

5.1 As this Senior Pay Policy Statement is a legislative requirement and a revision to the original Policy agreed in 2012, no consultation has taken place with Trade Unions. They have, however, been provided with a copy of the draft Policy and advised that this will be published on approval by full Council.

6.0 FINANCIAL IMPLICATIONS

6.1 There are no financial implications directly relating to the publication of this Policy Statement.

7.0 EQUALITIES

7.1 A preliminary Equalities Impact Assessment is attached at Appendix 2.

8.0 RISK MANAGEMENT

Risk	Likelihood (H/M/L)	Impact (H/M/L)	Mitigating action
Failure to publish Senior Pay Policy Statement	L	H	The current Policy is available on the intranet. Approval at Full Council in February will ensure we meet the statutory deadlines for publication. Any further guidance provided will be incorporated into the policy to ensure it meets the legislative requirements
Failure to update and publish Statement on an annual basis	L	H	The policy is to be added to the Forward Plan to ensure that it is reviewed annually. Personnel & Financial Services Manager to keep up to date with guidance and advice on these issues to ensure changes are incorporated as appropriate

9.0 RECOMMENDATION

9.1 That Cabinet consider the revised Senior Pay Policy Statement and refer it for approval by Full Council.

10.0 REASON FOR RECOMMENDATION

10.1 To meet the requirements of the Localism Act 2011 by publishing this policy by 31 March 2014.

JANE DACKIEWICZ
PERSONNEL & FINANCIAL SERVICES MANAGER

Further information on this matter can be obtained from Jane Dackiewicz (Extension 01246 345257).