

FOR PUBLICATION

APPROVAL OF SENIOR PAY POLICY STATEMENT 2016-17

MEETING:	1. COUNCIL 2. CABINET 3. CABINET MEMBER FOR BUSINESS TRANSFORMATION
DATE:	1. 25 FEBRUARY 2016 2. 26 JANUARY 2016 3. 14 JANUARY 2016
REPORT BY:	HR & PAYROLL SERVICE SOLUTION LEAD ARVATO PUBLIC SECTOR SERVICES
WARD:	ALL
COMMUNITY FORUM:	ALL
KEY DECISION REFERENCE :	590

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 and the Local Government (Transparency Requirements) (England) Regulations 2014.

2.0 **RECOMMENDATIONS**

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

3.0 **BACKGROUND**

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. In 2014, the Department for Communities and Local Government published a revised Local Government Transparency Code on 3 October 2014 which sets out the requirement to publish data relating to Senior Pay.

- 3.1 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.
- 3.2 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 2016-17 is attached at Appendix 1.

4.0 KEY ISSUES

- 4.1 There has been no additional guidance been issued for this years Pay Policy Statement but changes have been made to the policy to reflect the agreement of the new Corporate Management Structure:

- Para 1.4 and 2.2 - details and reasons for the new posts
- Para 3.3 – salary details and evaluation of new posts

Other changes made to the Policy include:

- Para 2.2 – reference to the Living Wage
- Para 10 – reference to Public Sector Exit Payments

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

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 **RECOMMENDATIONS**

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

10 **REASON FOR RECOMMENDATIONS**

10.1 To meet the requirements of the Localism Act 2011 by publishing this policy by 31 March 2016.

JANE DACKIEWICZ
HR & PAYROLL SERVICE SOLUTION LEAD

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

Officer recommendation supported.

Signed:

A handwritten signature in black ink, appearing to be 'M. H. S.', written in a cursive style.

Cabinet Member

Date: 14 January, 2016