For publication

Approval of Senior Pay Policy Statement 2018/19 (BT000)

Meeting: Cabinet
                             Council

Date: 20 February, 2018
                             22 February, 2018

Cabinet portfolio: Cabinet Member for Business Transformation

Report by: Human Resources Manager

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 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. In 2014, the Department for Communities and Local Government published a revised Local

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Government Transparency Code on 3 October 2014, which sets out the requirement to publish data relating to Senior Pay.

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 2018/19 is attached at Appendix 1.

4.0 Key Issues

4.1 There has been no additional guidance issued for this year's Pay Policy Statement, but changes have been made to the Policy to reflect the implementation of the new Corporate Management Structure.

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 been 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. HR 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 Council.

10.0 Reasons for recommendations

10.1 To meet the requirements of the Localism Act 2011 by publishing this policy by 31 March 2018.

Decision information

Key decision number	801
Wards affected	N/A
Links to Council Plan priorities	To provide value for money services.

Document information

Report author	Contact number/email
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Background documents	

These are unpublished works which have been relied on to a material extent when the report was prepared.
This must be made available to the public for up to 4 years.

Appendices to the report	
Appendix 1	Senior Pay Policy 2018/19
Appendix 2	Preliminary Environmental Impact Assessment
Appendix 3	Structure 2018/19
Appendix 4	Pay Scales (April 2017)