

Report to the Council

Committee: Cabinet

Date: 27 March 2012

Portfolio Holder: Councillor John Wyatt
(Support Services)

PAY POLICY STATEMENT - 2012/13

Recommending:

That the attached Pay Policy Statement for 2012/13 be approved and published on the Council's website

1. The Localism Act 2011 requires the Council to publish a Pay Policy Statement which sets out details of its remuneration policy. Specifically it should include the Council's approach to its highest and lowest paid employees.
2. The matters which must be included in the statutory Pay Policy Statement are:
 - (a) the Council's policy on the level and elements of remuneration for each chief officer;
 - (b) the Council's policy on the remuneration of its lowest paid employee (together with its definition of 'lowest paid employees' and its reasons for adopting that definition);
 - (c) the Council's policy on the relationship between the remuneration of its chief officers and other officers; and
 - (d) the Council's policy on specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency.
3. The Act defines remuneration in broad terms and guidance suggests that it is to include not just pay but also charges, fees, allowances, benefits in kind, increases in/enhancements of pension entitlements and termination payments.
4. The Council's Pay Policy Statement:
 - (a) must be approved formally by full Council;
 - (b) must be approved by the end of March each year, starting with 2012;
 - (c) can be amended in-year;
 - (d) must be published on the Council's website; and
 - (e) must be complied with when the authority sets the terms and conditions for a chief officer.
5. Due to time pressures the attached Pay Policy Statement for 2012/2013 which we are recommending sets out the Council's current practices and policies.

6. In future we may consider taking a different approach by, for example, developing a Reward Strategy, developing appropriate recommendations from the Hutton Review. This will be subject to further reports as and when required.

7. Changes to the Policy Statement can be made throughout the year subject to full Council's agreement. Changes to the various policies and guidelines will continue to be agreed in accordance with current practices.

8. We recommend as set out at the commencement of this report.