

<b>REPORT TO</b>	<b>DATE OF MEETING</b>
<b>CABINET</b>	<b>9 JANUARY 2013</b>

Report template revised June 2008



<b>SUBJECT</b>	<b>PORTFOLIO</b>	<b>AUTHOR</b>	<b>ITEM</b>
<b>PAY POLICY – 2013/14</b>	<b>LEADER</b>	<b>S NUGENT</b>	<b>11</b>

## **SUMMARY AND LINK TO CORPORATE PRIORITIES**

The Localism Act 2011 – [Chapter 8 - Pay Accountability], requires all local authorities to set out its position on a range of issues relating to the remuneration of its employees. The Policy must be approved by the Council in open forum, by the end of March each year and then be published on its website.

## **RECOMMENDATIONS**

Cabinet agree that the attached Pay Policy is recommended for approval by the Council at its meeting on 23 January 2013.

## **DETAILS AND REASONING**

The Pay Policy sets out the existing approach to the remuneration of all posts within the Council. In particular it specifies certain mandatory requirements that must be detailed within the Policy. This refers to;-

- The pay structure of the Council and how it is set.
- Senior Management Remuneration, providing details of the pay grade for posts defined as Chief Officer and the accompanying allowances.
- The recruitment arrangements for a Chief Officer.
- The relationship between the salaries of Chief Officers and other employees.
- Details of the lowest paid posts within the Council.
- Employer’s Pension Contribution details.
- Termination of employment payments.

The Localism Act 2011 includes five key measures that underpin the Government’s approach to decentralisation, these being; Community rights, Neighbourhood Planning, Housing, General Power of competence and empowering cities and other local areas.

The purpose of the Pay Policy is to ensure there is transparency as to how pay and remuneration is set by the Council, for all of its employees and particularly for its most senior level posts.

The Council already publishes pay and remuneration details of its senior manager’s on its Website.

The Pay Policy approved at the Council meeting on 8 February 2012 included specific details in the appendices to the Policy regarding;

- Recruitment of Head of Paid Service and Chief Officers
- Redundancy Policy
- Discretionary Compensation Policy

As part of reviewing and updating the Policy for 2013/14, it considered not necessary to include these documents as they are readily available elsewhere. [links to them will be available on the website]

In addition, the original Pay Policy from 2007 was appended to the Policy for 2012/13. The details of this Policy have been reviewed and those aspects that are still applicable are detailed in the Pay Policy for 2013/14.

The rest of the Policy remains unaltered from the Policy approved by the Council for 2012/13.

The Policy will be reviewed annually and approved by the Council prior to the end of March each year.

## WIDER IMPLICATIONS

In the preparation of this report, consideration has been given to the impact of its proposals in all the areas listed below, and the table shows any implications in respect of each of these. The risk assessment which has been carried out forms part of the background papers to the report.

<b>FINANCIAL</b>	The pay and remuneration detailed within the Pay Policy are all within the approved budget of the Council		
<b>LEGAL</b>	The Pay Policy has been prepared to ensure the Council complies with the requirements of the Localism Act 2011		
<b>RISK</b>	There are no recognised risks		
<b>OTHER (see below)</b>	Consultations with UNISON have taken place. An Equality Impact Assessment for the Pay Policy has been completed		
<i>Asset Management</i>	<i>Corporate Plans and Policies</i>	<i>Crime and Disorder</i>	<i>Efficiency Savings/Value for Money</i>
<i>Equality, Diversity and Community Cohesion</i>	<i>Freedom of Information/ Data Protection</i>	<i>Health and Safety</i>	<i>Health Inequalities</i>
<i>Human Rights Act 1998</i>	<i>Implementing Electronic Government</i>	<i>Staffing, Training and Development</i>	<i>Sustainability</i>

## BACKGROUND DOCUMENTS

Localism Act 2011 – Chapter 8

Guidance Note – North West Employers Organisation

LGA – Guidance for Local Authority Chief Executives

SN/December 2012