

REPORT TO	DATE OF MEETING
CABINET	10 FEBRUARY 2016

Report template revised June 2008



SUBJECT	PORTFOLIO	AUTHOR	ITEM
PAY POLICY – 2015/16	LEADER	S NUGENT	14

SUMMARY AND LINK TO CORPORATE PRIORITIES

The Localism Act 2011 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 for 2016/17 is recommended for approval by the Council at its meeting on 30 March 2016.

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 purpose of the Pay Policy, which is at Appendix A, 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.

In addition, the Council already publishes separately pay and remuneration details of its senior managers on its Website.

The salary points remain the same as detailed in the Pay Policy for 2015/16, as the current pay award runs from 1 January 2015 to 31 March 2016.

Negotiations are still taking place regarding any pay award for 1 April 2016 onwards.

The Council has now brought together certain terms and conditions regarding time off with pay and so forth for Reservists into a Reservists Policy, in order to support Reservists, whilst employed by the Council.

The rest of the Pay Policy reflects the Pay Policy approved by the Council for 2015/16.

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.

FINANCIAL	The pay and remuneration detailed within the Pay Policy are all within the approved budget of the Council.		
LEGAL	The Pay Policy has been prepared to ensure the Council complies with the requirements of the Localism Act 2011		
RISK	There are no recognised risks		
OTHER (see below)	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/February 2016.