



**Council**

**19 February 2015**

**Matter for Decision**

Title: **Pay Policy Statement 2015/2016**

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## **1 Introduction**

The Localism Act 2011 required every local authority to produce and publish a Pay Policy Statement for each financial year from 2012/13.

This report sets out the Council's draft Pay Policy Statement for the coming financial year 2015/2016.

## **2 Recommendations**

That members approve the Pay Policy Statement for 2015/2016

Once approved by the full Council, this policy statement will come into immediate effect, superseding the 2014/2015 Pay Policy Statement, and will be subject to review in accordance with the relevant legislation prevailing at that time, currently annually.

## **3 Pay Policy Statement**

The Council is committed to transparency and fairness in its pay and remuneration of all its employees. The Localism Act requires the Council to produce an annual policy statement that covers a number of matters concerning the pay of the Council's staff; namely its Chief Officers and the Authority's lowest paid employees. This pay policy statement meets the requirements of the Localism Act 2011 and takes account of the guidance issued by Secretary for Communities and Local Government "Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act".

The pay policy statement is attached at **Appendix A**. The Council's current salary pay grades are also attached at **Appendix B**. In accordance with the Council's commitment to openness and transparency, its Senior Officer pay scales are available on the Council's website, identifying those Officers whose earnings exceed £58,200.

Section 77 of the Equality Act 2010 introduces limits to the enforceability of "secrecy clauses" that some employers use to restrict discussion about pay packages and differentials. This does not mean secrecy clauses are completely unlawful, instead it will make them unenforceable against employees who make a relevant pay disclosure. If an employer takes action against an employee for

making or seeing to make such a disclosure or for receiving information as a result of a disclosure, the employee may make a victimisation claim under section 27 alongside s39(3) or (4) of the Equality Act 2010.

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<b>Implications</b>	
Financial (PL)	CR1 Scarce Financial Resources: The implications of the pay policy are incorporated within revenue budgets.
Risk (KG)	CR4 – Reputation Damage, CR6 – Regulatory Governance & CR8 – Organisational /Transformational change
Equalities (KG)	Promotes transparency and should prohibit pay disparities.
Legal (KG)	Adherence to legislation and policies will prevent challenge to the Council