

**COUNCIL**

**DATE:** 23<sup>RD</sup> FEBRUARY 2015

**SUBJECT:** RECOMMENDATIONS OF ADMINISTRATION and  
REGULATION COMMITTEE (19<sup>TH</sup> JANUARY 2015) –  
PAY POLICY

**REPORT BY:** CHIEF EXECUTIVE (HEAD OF POLICY AND  
PERFORMANCE)

**CONTACT OFFICER:** LISA JEROME 01582 546041

**IMPLICATIONS:**

LEGAL	✓	COMMUNITY SAFETY
EQUALITIES		ENVIRONMENT
FINANCIAL	✓	CONSULTATIONS
STAFFING		OTHER

**WARDS AFFECTED:** NONE

**PURPOSE**

1. To report to Council on the recommendation of the Administration Committee held on 19<sup>th</sup> January 2014 relating to the Pay Policy.

**RECOMMENDATION(S)**

2. Council is recommended to approve the Amended Pay Policy Statement 2014/2015 as attached at Appendix A to this report.

**BACKGROUND**

3. At its meeting held on 19<sup>th</sup> January 2015, the Administration and Regulation Committee considered a report of the Head of Human Resources and Monitoring officer regarding the Pay Policy Statement 2015/2016.
4. Members of Administration Committee were advised on the following inclusions to the Pay Policy Statement:
  - The pay ranges for Chief Officers and other employee categories; and

- Remunerative Relationship between Chief Executive and Lowest Paid

5 The Administration Committee then resolved as follows:

- (i) That the statutory responsibilities under the Localism Act 2011 to produce and publish a Pay Policy Statement annually by 31<sup>st</sup> March each year be noted;
  - (ii) That the Pay Policy Statement 2015/2016 be agreed;
  - (iii) That the Pay Policy be recommended to Full Council on 23<sup>rd</sup> February 2015 and be agreed;
  - (iv) That Section 4.3 of the Pay Policy be amended; delete: Retention and Recruitment and replace with Market Supplement.
6. The Council has an obligation under the terms of the Localism Act 2011, to produce and publish an annual Pay Policy Statement by the 31<sup>st</sup> March each year. It is, therefore, recommended Full Council approves the Pay Policy Statement 2015/2016 to comply with its legal obligation.

### **LEGAL IMPLICATIONS**

7. As set out in the report to Administration Committee by the Head of Human Resources and Monitoring officer (Ref: 10) (as circulated with Council Enclosures).

### **FINANCIAL IMPLICATIONS**

8. As set out in the report to Administration Committee by the Head of Human Resources and Monitoring officer (Ref:10).

### **APPENDIX**

9. Administration Committee Report of the Head of Human Resources and Monitoring officer (Ref: 10) including Amended Pay Policy Statement 2014/2015.