

COUNCIL

DATE: 20TH FEBRUARY 2013

SUBJECT: RECOMMENDATIONS OF ADMINISTRATION
COMMITTEE (12TH FEBRUARY 2013) – PAY
POLICY STATEMENT 2013/14

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

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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 12th February 2013 relating to the Pay Policy Statement 2013/14.

RECOMMENDATION(S)

2. Council is recommended to approve the Amended Pay Policy Statement 2013/2014 as attached at Appendix A to this report.

BACKGROUND

3. At its meeting held on 12th February 2013, the Administration Committee considered a report of the Head of Human Resources and Monitoring officer regarding the Pay Policy Statement 2013/2014.
4. Members of Administration Committee debated the language contained within the Pay Policy Statement and suggested the following amendments:
 - a number of minor amendments and additions to simplify the language used
 - explain certain terms to help understanding by the public.

- Other than changes in language (not meaning), main changes include as follows:
 - The addition of explanations at new paragraphs 2.4 and 2.5;
 - Additional explanation at paragraph 3.1 on pay determination;
 - Addition of a new table on car benefits at paragraph 3.8;
 - An explanation about Recruitment and Retention Allowance at paragraph 9.1.

5 The Administration Committee then resolved as follows:

“ (i) That the Head of HR and Monitoring Officer be authorised to amend the Pay Policy Statement 2013/14 before submission to Council, as advised by the Administration Committee, following consultation with the Chair of the Committee;

(ii) That Full Council be recommended to approve the Amended Pay Policy Statement 2013/2014.”

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 31st March each year. It is, therefore, recommended Full Council approves the Pay Policy Statement 2013/2014 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: 8) (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: 8) (as circulated with Council Enclosures).

CIRCULATED WITH THE COUNCIL ENCLOSURES

9. Administration Committee Report of the Head of Human Resources and Monitoring officer (Ref: 8) (As circulated with Council Enclosures).

APPENDIX – Showing Amendments

10. Appendix A - **Amended Pay Policy Statement 2013/2014.**
(**Note:** Supersedes the original previously circulated with Council Enclosures)