

**Report of City Solicitor**

**Report to Full Council**

**Date: 25<sup>th</sup> February 2015**

**Subject: Recommendations from General Purposes Committee – pay policy statement**

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**1 Purpose of this report**

- 1.1 To put forward recommendations from the General Purposes Committee, in relation to approving a revised pay policy statement.

**2 Background information**

- 2.1 General Purposes Committee is authorised to make recommendations to full Council in connection with the discharge of any of its functions.
- 2.2 Local Authorities are required under section 38 of the Localism Act 2011 to prepare an annual Pay Policy Statement.

**3 Main issues**

- 3.1 On the 12 February 2015, the Chief Officer HR submitted a report to the General Purposes Committee, which sought the Committee's views on a revised pay policy statement.
- 3.1 A copy of the report to General Purposes Committee is attached as an Annex to this report. A copy of the revised pay policy statement is attached as Addendum 1 to that report.
- 3.2 General Purposes Committee considered the draft Pay Policy Statement for 2015/16 at their meeting on the 12 February 2015.

- 3.3 General Purposes Committee resolved to recommend to full Council that
- i. the updated 2015/16 financial year pay policy statement as set out in Addendum 1 of the attached report to General Purposes Committee be adopted;
  - ii. that any required in year amendment to the Annual Pay Policy Statement in respect of the JNC pay scale be delegated to the Chief Officer HR; and;
  - iii. That the assurances from the Deputy Chief Executive be noted.

## **4 Corporate Considerations**

### **4.1 Consultation and Engagement**

- 4.1.1 As set out in the attached report.

### **4.2 Equality and Diversity / Cohesion and Integration**

- 4.2.2 As set out in the attached report.

### **4.3 Council policies and City Priorities**

- 4.3.3 As set out in the attached report.

### **4.4 Resources and value for money**

- 4.4.4 As set out in the attached report.

### **4.5 Legal Implications, Access to Information and Call In**

- 4.5.1 This decision is not subject to call-in nor does this report contain any exempt information.

### **4.6 Risk Management**

- 4.6.1 As set out in the attached report.

## **5 Recommendations**

Full Council is recommended to;

- a. Approve the updated 2015/16 financial year pay policy statement as set out in Addendum 1 of the attached report to General Purposes Committee;
- b. Approve that any required in year amendment to the Annual Pay Policy Statement in respect of the JNC pay scale be delegated to the Chief Officer HR; and;
- c. Note the assurances provided by the Deputy Chief Executive

## **6 Background documents<sup>1</sup>**

- 6.1 None

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<sup>1</sup> The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.