

**Report of Deputy Chief Executive**

**Report to Full Council**

**Date: 29 March 2017**

**Subject: Recommendations from General Purposes Committee – Pay Policy Statement 2017/18.**

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 for 2017/18.

**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 8<sup>th</sup> March 2017, 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 2017/18 at their meeting on the 8<sup>th</sup> March 2017.

3.3 General Purposes Committee resolved to recommend to full Council that

- i. the updated Pay Policy Statement for the financial year 2017/18 as set out in Addendum 1 of the attached report to General Purposes Committee be approved and adopted;

- ii. that any in year requirement to amend the Annual Pay Policy Statement as a consequence of changes to council policies is undertaken by the Director of Resources and Housing and/or the Chief Officer (HR) or on advice from the Section 151 Officer and that this is reported to the General Purposes Committee who will make recommendation to Full Council for approval.
- iii. Note the assurances provided by the Deputy Chief Executive and the Chief Officer-HR.

## **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**

- i. Approve and adopt the updated Pay Policy Statement for the financial year 2017/18 as set out in Addendum 1 of the attached report to General Purposes Committee
- ii. Approve that any in year requirement to amend the Annual Pay Policy Statement as a consequence of changes to council policies is undertaken by the Director of Resources and Housing and/or the Chief Officer (HR) or on advice from the Section 151 Officer and that this is reported to the General Purposes Committee who will make recommendation to Full Council for approval.
- iii. Note the assurances provided by the Deputy Chief Executive and the Chief Officer-HR.

## **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.