

**Report of Chief Officer (HR)**

**Report to Full Council**

**Date: 28 March 2018**

**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 7 March 2018, 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 2018/19 at their meeting on the 7 March 2018.

3.3 General Purposes Committee resolved to recommend to full Council that

- i. The Pay Policy Statement 2018/19 is approved
- ii. 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 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. Delegation to the Chief Officer HR of any necessary adjustments to the Council's pay scales arising from nationally agreed pay awards

## **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 2018/19 financial year pay policy statement as set out in Appendix A of the attached report to General Purposes Committee;
- b. Approve 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 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

- c. Delegation to the Chief Officer HR of any necessary adjustments to the Council's pay scales arising from nationally agreed pay awards

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

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.

