

**Report of the Director of Resources**

**Report to Full Council**

**Date: 28<sup>th</sup> March 2012**

**Subject: Implementation of the 2012/13 Pay Policy Statement**

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

**Summary of main issues**

1. This paper sets out a Pay Policy Statement. This is required under the Localism Act and must be approved by the Full-Council before April 2012.

**Recommendations**

2. The Full Council are asked to consider and approve the Pay Policy Statement for the financial year 2012/13.

## **1 Purpose of this report**

- 1.1 The purpose of this report is to seek members approval of the Pay Policy Statement for the 2012/13 financial year.

## **2 Background information**

- 2.1 Local Authorities are required under section 38 of the Localism Act 2011 to prepare a Pay Policy Statement. The requirements of this are detailed in Appendix 1 which was received by the General Purposes Committee on 19<sup>th</sup> March.

## **3 Main issues**

- 3.1 A draft Pay Policy was reported to the General Purposes Committee. Following consideration by Elected Members at this meeting, the Policy Statement has been revised. It now sets out that the Employment Committee will be responsible for the appointment of all posts covered, rather than for appointments above £100k as was originally proposed. The revised Pay Policy Statement is given as Appendix 2.

## **4 Corporate Considerations**

### **4.1 Consultation and Engagement**

- 4.1.1 See General Purposes Committee Report.

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

- 4.2.1 See General Purposes Committee Report.

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

- 4.3.1 See General Purposes Committee Report.

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

- 4.4.1 See General Purposes Committee Report.

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

- 4.5.2 See General Purposes Committee Report.

### **4.6 Risk Management**

- 4.6.1 See General Purposes Committee Report.

## **5 Conclusions**

- 5.1 See General Purposes Committee Report.

## **6 Recommendations**

- 6.1 The Council is recommended to approve the Pay Policy Statement.

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

7.1 None

---

<sup>1</sup> The background documents listed in this section are available for inspection on request for a period of four years following the date of the relevant meeting. Accordingly this list does not include documents containing exempt or confidential information, or any published works. Requests to inspect any background documents should be submitted to the report author.