

**FULL COUNCIL**

**18 APRIL 2012**

**REPORT OF HEAD OF COMMUNICATIONS**

**PAY POLICY STATEMENT**

**1.0 PURPOSE OF REPORT**

1.1 To gain approval for Pay Policy Statement.

**2.0 RECOMMENDATIONS**

2.1 **That the attached Pay Policy Statement (Appendix A) for 2012/13 be approved.**

**3.0 KEY ISSUES**

3.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement each year.

3.2 The Pay Policy Statement must articulate the Council's approach to a range of issues relating to the pay of its workforce

3.3 The Pay Policy also covers the rewards to employees as well as direct pay.

**4.0 POLICY AND CORPORATE IMPLICATIONS**

4.1 There are no direct Policy and Corporate implications.

**5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS**

5.1 There are no direct financial implications to this report. This details the current arrangements.

5.2 There are no direct HR implications to this report. This details the current arrangements.

**6.0 LEGAL IMPLICATIONS/POWERS**

6.1 There are no direct legal implications to this Pay Policy. It is a legal requirement for this Pay Policy to be produced and reported to Council.

**7.0 COMMUNITY SAFETY**

7.1 There are no direct community safety implications to this report.

**8.0 EQUALITIES**

8.1 The equality issues of this Pay Policy have been considered as part of the individual policies and agreements that make up the statement where applicable.

## 9.0 **RISKS**

9.1 There are no direct risks to this Policy.

## 10.0 **CLIMATE CHANGE**

10.1 There are no climate change risks to this Policy.

## 11.0 **CONSULTATION**

11.1 Management Team and Joint Staff Working Group (including recognised Trade Union representatives) have been consulted on this Policy.

## 12.0 **WARDS AFFECTED**

12.1 All

Contact Officer            A Tebbutt, Head of Communications  
Date:                         5 April 2012

Appendices :                A – J Pay Policy Statement

Background Papers:        N/A

Reference :                 X : Committees\Council