

FULL COUNCIL

30 APRIL 2014

REPORT OF HEAD OF COMMUNICATIONS

PAY POLICY STATEMENT

1.0 PURPOSE OF REPORT

- 1.1 To gain approval for the Annual Pay Policy Statement so that it can be published in line with the requirements of the Localism Act 2011.

2.0 RECOMMENDATIONS

- 2.1 **That the attached Pay Policy Statement for 2014/15 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.

This is the third year that the Pay Policy Statement has been prepared. There are no significant changes to the policy statement from the previous years.

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 previously consulted on policies included in this statement.

12.0 **WARDS AFFECTED**

12.1 All

Contact Officer A Tebbutt, Head of Communications
Date: 21 April 2014

Appendices : Pay Policy Statement
 Appendix A – Spinal Points
 Appendix B – Management Structure
 Appendix C – Subsistence and mileage rates
 Appendix D – Relocation Scheme
 Appendix E – Market Increment Policy
 Appendix F – Overtime Policy
 Appendix G – Standby Policy
 Appendix H – Flexible Retirement Policy
 Appendix I – Flexible working Policy
 Appendix J – Annual Leave Policy

Background Papers: N/A

Reference : X : Committees\Council