
REPORT TO:	COUNCIL	AGENDA ITEM: 8
DATE OF MEETING:	2nd APRIL 2015	CATEGORY:
REPORT FROM:	DIRECTOR OF FINANCE & CORPORATE SERVICES	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE (01283 595811) Kevin.stackhouse@south-derbys.gov.uk	DOC: u/ks/pay and pensions/pay policy statement/cover 2015
SUBJECT:	PAY POLICY STATEMENT 2015/16	REF:
WARD(S) AFFECTED:	ALL	

1.0 Recommendations

- 1.1 That the Pay Policy Statement for the financial year 2015/16 is approved for publication.

2.0 Purpose of Report

- 2.1 The Localism Act 2011 requires all local authorities to publish a Pay Policy Statement on a yearly basis. Regulations require the Full Council to consider and approve the Statement for publication in accordance with the Code of Practice on Transparency in Local Government.

3.0 Detail

- 3.1 The Pay Policy Statement (which is attached) reflects the Council's current organisation structure. It also takes into account the national pay award for employees, which is effective from December 2014 to March 2016.
- 3.2 The pay multiples in Section 6 of the Statement reflect the updated pay scales. The multiple between the pay of the Council's highest paid employee and the lowest paid employees is 1:8.05. This compares with 1:8.2 in 2014/15 and 1:7.6 in 2013/14.
- 3.3 Independent research across all English councils suggests the average of this pay multiple is currently around was 1:10.

4.0 Financial Implications

- 4.1 There are no financial implications arising from this report.

5.0 Corporate Implications

5.1 None directly.

6.0 Community Implications

6.1 The Pay Policy Statement is designed to help to help ensure that the Council's approach to setting pay is accessible and to enable local people to take an informed view of whether local decisions on all aspects of remuneration are fair and make the best use of public funds.

7.0 Conclusions

7.1 The Localism Act 2011 requires the Council to have and publish annually a Pay Policy Statement on its website.

8.0 Background Papers

8.1 Localism Act 2011.