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<b>REPORT TO:</b>	<b>COUNCIL</b>	<b>AGENDA ITEM: 13</b>
<b>DATE OF MEETING:</b>	<b>7th APRIL 2016</b>	<b>CATEGORY:</b>
<b>REPORT FROM:</b>	<b>DIRECTOR OF FINANCE &amp; CORPORATE SERVICES</b>	<b>OPEN</b>
<b>MEMBERS' CONTACT POINT:</b>	<b>KEVIN STACKHOUSE (01283 595811)</b> <a href="mailto:Kevin.stackhouse@south-derbys.gov.uk">Kevin.stackhouse@south-derbys.gov.uk</a>	<b>DOC:</b> u/ks/pay and pensions/pay policy statement/cover
<b>SUBJECT:</b>	<b>PAY POLICY STATEMENT 2016/17</b>	<b>REF:</b>
<b>WARD(S) AFFECTED:</b>	<b>ALL</b>	

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## **1.0 Recommendations**

1.1 That the Pay Policy Statement for the financial year 2016/17 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.

3.2 The pay multiples in Section 6 of the Statement are based on the latest pay scales. The multiple between the pay of the Council's highest paid employee and the lowest paid employees is 1:8.05. This remains unchanged from 2015/16.

3.3 Independent research across all English councils indicates that the average of this pay multiple is currently around 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 aim of the Pay Policy Statement is to 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.