
REPORT TO:	COUNCIL	AGENDA ITEM:
DATE OF MEETING:	3rd APRIL 2014	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/draft report
SUBJECT:	PAY POLICY STATEMENT 2014/15	REF:
WARD(S) AFFECTED:	ALL	

1.0 Recommendations

1.1 That the draft Pay Policy Statement for the financial year 2014/15 is approved for publication.

2.0 Purpose of Report

2.1 The Localism Act 2011 (the Act) requires all local authorities, to publish annually a Pay Policy Statement. The purpose of this report is to seek approval for the Council's Statement for the year 2014/15. This will then be published on the Council's website in accordance with the Act. This is the third annual statement since the introduction of the Act.

3.0 Detail

3.1 The Localism Act 2011 requires local authorities to produce an annual Pay Policy Statement. The Act adds to the obligations already placed on local authorities to publish information in the interest of transparency e.g. the requirement to publish historic expenditure on pay to Chief Officers within the Council's accounts.

3.2 The Pay Policy Statement (which is attached) has been amended to take into account the Council's current organisation structure. It also takes into account the new pay structure for the senior officers (defined in the Statement) and the national annual pay award for employees in April 2013.

3.3 The pay multiples in Section 6 have been updated accordingly. The multiple between the pay of the Council's highest paid employee and the lowest paid employees is 1:8.2 (2013/14 – 1:7.6).

3.4 Independent research across all English councils suggests the average of this pay multiple was 1:10 for 2013/14.

4.0 Financial Implications

4.1 There are no financial implications arising from this report.

5.0 Corporate Implications

5.1 The proposed Pay Policy Statement will help ensure that the Council meets its obligations under the Localism Act 2011. It will also help the Council to monitor its current pay policies.

6.0 Community Implications

6.1 The Pay Policy Statement will help to ensure that the Council's approach to pay is accessible for all 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.

7.2 The Council is therefore asked to approve the Statement, which will then be published in accordance with the Act on the Council's website.

8.0 Background Papers

8.1 Localism Act 2011