

BOROUGH OF TELFORD & WREKIN

PERSONNEL COMMITTEE: 22ND JANUARY 2015

PUBLICATION OF THE COUNCIL'S PAY POLICY STATEMENT

REPORT OF ASSISTANT DIRECTOR: LAW, DEMOCRACY & PEOPLE SERVICES

1. PURPOSE

- 1.1 To agree the content of the Council's updated Pay Policy 2015/16, required for publication by the Localism Act 2011.

2. RECOMMENDATION

That the Personnel Committee:

- 2.1 Agrees the content of the Council's Pay Policy Statement for publication on the Council's website on 1st April 2015 and recommends its acceptance at Full Council on 5th March 2015
- 2.2 Delegates authority to the Assistant Director: Law, Democracy & People Services, in consultation with the Leader of the Council, to amend the Statement as necessary in line with any further national guidance that may be issued following the meeting of the Board or changes to negotiated pay rates during the period of the Policy Statement.

3. PREVIOUS MINUTES

Personnel Committee: PEB-31 (13 February 2012), PEB-8 (19 February 2013) and PEB-4 (10 February 2014).

Full Council: 92(i) (1 March 2012), 77(i)(l) (7 March 2013) and 78 (27 February 2014).

4. BACKGROUND

- 4.1 The Localism Act 2011 requires local authorities to produce an annual Pay Policy Statement. The Act requires the statement to detail the Council's policies in respect of remuneration at various tiers within the Council. The Act does not apply to local authority schools.
- 4.2 The purpose of these provisions is to provide transparency with regard to the Council's approach to setting the pay of its employees by determining:
- The methods by which pay is determined.
 - The detail and level of remuneration of its most senior staff
 - The Committees responsible for ensuring consistent application of the provisions set out in the Statement.
- 4.3 The Council's Pay Policy Statement details

- pay negotiation bodies,
- initial allocation of pay points.
- lowest paid employees and the ratio comparison with the highest paid officers.
- Senior management remuneration.
- the recruitment of chief officers
- additions to chief officers pay
- termination payments
- where accountability and responsibility lies.

5. **LEGAL**

- 5.1 The Pay Policy Statement has been drafted in accordance with the requirements of section 38 of the Localism Act 2011. The Act prescribes information to be included in the Statement, its manner of publication and the requirement for the Council to act in accordance with its approved Policy Statement.

6. **FINANCE**

The Pay Policy Statement identifies the Council's approach to setting the pay of its employees, including termination costs. There are no financial implications directly relating to the updating of the Pay Policy Statement. Employee costs form part of the Council's budget, which is approved in March each year, and estimates will take into account the principles set out in the Statement. Any variations from the approved budget will be highlighted as part of regular financial monitoring reports/other relevant reports in line with Financial Regulations. The Council has a severance fund to meet the one-off costs of redundancies arising from restructures which are delivering ongoing savings. Senior Officer Remuneration is published annually in the Council's Statement of Accounts in line with the requirements of the Accounts & Audit Regulations.

7. **ENVIRONMENTAL**

There are no environmental issues arising from this report.

8. **EQUALITIES**

- 8.1 Pay is a major equalities issue and the Pay Statement will assist in identifying issues requiring resolution.