

**REPORT OF STAFFING & REMUNERATION COMMITTEE
No. 02/2016-17**

FULL COUNCIL 20 MARCH 2017

Chair: Councillor Raj Sahota

Vice-Chair: Councillor Liz McShane

INTRODUCTION

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its most recent Pay Policy Statement in March 2016.

This report from the Staffing & Remuneration Committee of 7 February 2017 recommends that Full Council approve the Pay Policy Statement 2017/18 (attached as Appendix A) for publication in April 2017.

PAY POLICY STATEMENT 2017/18

We considered the report on the Pay Policy Statement 2017-18 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011. We were requested to approve the Pay Policy Statement and refer it on to Full Council for final approval, and to authorise the AD Transformation and Resources to make such amendments to the statement, in consultation with the Chair of the Staffing and Remuneration Committee, as he considered minor, prior to the statement being recommended to Full Council. We noted that if any changes were required to the statement after its approval by Full Council, these would need to go back to Full Council for determination.

We noted in particular the “pay multiple” of 1:6.4, being the ratio between the highest paid salary and the median salary of the whole of the Council’s workforce, which was required to be published as part of the statement in accordance with the Localism Act 2011.

- i) We approved the draft Pay Policy Statement 2017/18 as attached to the report to the meeting of the Staffing and Remuneration Committee on 7th February 2017.
- ii) We resolved that the Assistant Director of Transformation and Resources is authorised in consultation with the Chair of the Staffing and Remuneration Committee to make such amendments to the Pay Policy Statement as he considers minor.

Following our meeting on 7th February 2017 the Assistant Director of Transformation and Resources, in consultation with our Chair, made the following changes to the draft Pay Policy Statement: -

Appendix A, Chief Officer/Senior Manager Pay Bands: Pay Bands revised by 1% of the benchmark salary with effect from 1st April 2017 (to reflect the decision made at the Staffing and Remuneration Committee meeting on 7th February 2017).

Appendix B, Employee Group Chief Executive, Chief Officers and Senior Managers: Wording in the 'Next Pay Award due' column has been updated from 1 April 2017 to 1 April 2017 – A minimum increase of 1% based on the benchmark salary of the pay band (to reflect the decision made at the Staffing and Remuneration Committee meeting on 7th February 2017).

WE RECOMMEND

That Full Council approves the Pay Policy Statement 2017/18, amended as explained in this report and attached as Appendix A, at its meeting on 20th March 2017.