

REPORT OF SPECIAL STAFFING & REMUNERATION COMMITTEE

No. 01/2014-15

COUNCIL 23 MARCH 2015

Chair: Councillor George Meehan

INTRODUCTION

- 1.1 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 July 2014.
- 1.2 This report from the Special Staffing & Remuneration Committee of 19 February 2015 recommends Full Council to approve the Pay Policy Statement 2015/16 (attached as Appendix B) for publication in April 2015.

PAY POLICY STATEMENT 2015/16

We were advised by our Human Resources Adviser that our Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. Our Council approved its most recent Pay Policy Statement in July 2014. The attached Pay Policy Statement at Appendix B provides an update for publication in April 2015.

We were informed that the Localism Act 2011 required relevant authorities to prepare and publish an annual Pay Policy Statement. Under this legislation our Council is obliged to state how the pay of senior managers is determined. In addition, the supplementary guidance issued under section 40 of the Localism Act requires Full Council to be given the opportunity to vote on any proposed payment upon appointment or termination of employment of £100,000 or more.

We were further advised that it is not proposed that the approval of payment upon appointment or termination of employment of £100,000 per annum or more would be reserved to Full Council. If this was so it would create unnecessary delay in either appointing or finalising the termination of the employment of an officer. The risks of this were that this Council may lose a potential appointee whilst it waited for a salary approval. In the case of a termination of employment by way of agreement the officer's employment could not be ended until the severance payment was agreed. This would create an unnecessary cost as the officer would need to remain on full pay until that decision was taken. We were informed that our Staffing & Remuneration Committee's current terms of reference provide that we were required to consider and approve payment upon appointment or termination of employment of £100,000 per annum or more.

Following our meeting on 19th February 2015 our Human Resources Adviser has advised that the following changes should be made to the version of the Pay Policy Statement that we approved at that meeting :-

1. In paragraph 3.3. on the second line by substituting the word “second” for “first”, as currently it is anticipated that changes to the pay and grading of senior managers/ chief officers will be implemented not by June 2015 but by September 2015.
2. To update the links in the Pay Policy Statement to the Council’s website.
3. In paragraphs 5.7 and Appendix A to reflect the fact that a pay award agreement taking effect from 1st March 2015 for Council employees covered by the Soulbury national collective agreement has recently been arrived at.

Members of the Staffing and Remuneration Committee have been notified of these changes and do not have any objections to these being reflected in the Pay Policy Statement.

WE RECOMMEND

- i. That Full Council note the Staffing and Remuneration Committee gave its approval to the revised Pay Policy Statement 2015/16, included at Appendix A of the attached covering report on the Pay Policy Statement 2015/2016.
- ii. That we recommend that Full Council approves the Pay Policy Statement, amended as explained in this report and attached as Appendix B, at this meeting - 23rd March 2015.