
PAY POLICY STATEMENT 2016/17

Committee: Full Council

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Author: Nicole Pema, HR Manager

[Q204]

1.0 **ISSUE**

- 1.1 To present the Council's Pay Policy Statement 2016/17, a requirement under the Localism Act 2011.

2.0 **RECOMMENDATION**

- 2.1 It is recommended that Members approve and adopt the 2016/17 Pay Policy Statement.

3.0 **BACKGROUND**

- 3.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement for each financial year. The Statement must be prepared and approved by the end of March each year.
- 3.2 The Council's Pay Policy Statement for 2016/17 is attached at Appendix 1.
- 3.3 The statement must include the pay and remuneration for all posts on the Council's establishment designated as 'Chief Officer' in accordance with the Local Government and Housing Act 1989 (see Section 2.3 of the Pay Policy Statement).
- 3.4 The Pay Policy Statement has to include:
- The level and elements of remuneration for each Chief Officer;
 - The remuneration of the lowest paid employee; and
 - The relationship between the remuneration of Chief Officers and other Officers.
- 3.5 Remuneration in this context is defined widely to include not just pay but also charges, fees, allowances, benefits in kind, increases in enhancements of pension entitlements and other discretionary payments.
- 3.6 At the time of updating the Pay Policy Statement, final regulations are awaited on the Government's consultation relating to exit payments in the public sector (see Section 9.7 of the Pay Policy Statement). These are expected to be implemented in 2016. The relevant policies will be updated to reflect the new legislation once the details are known.
- 3.7 The Pay Policy Statement must be published on the Council's website.

4.0 FINANCIAL IMPLICATIONS/EQUALITY IMPACT ASSESSMENT

4.1 The Council's Pay Policy Statement draws together existing policies relating to pay and reward and the financial implications of these policies were taken into account at the time they were established. There are no further financial implications arising from the policy proposals in this report.

4.2 An Equality Impact Assessment (EIA) is not required.

5.0 APPENDICES

5.1 Appendix 1 East Cambridgeshire District Council Draft Pay Policy Statement
2016/17

<u>Background Documents</u>	<u>Location</u>	<u>Contact Officer</u>
The Localism Act 2011 - Chapter 8 Pay Accountability	Room 118 The Grange Ely	Nicole Pema HR Manager (01353) 616325 E-mail: nicole.pema@eastcambs.gov.uk
Local Government and Housing Act 1989		
Recruitment and Selection Policy Handbook		
Hutton Review of Fair Pay in the Public Sector (March 2011)		
Government Consultations on Public Sector Exit Payments		