



**Meeting: Council**

**Date: Wednesday 16 November 2011**

**Subject: Pay and reward policies**

**Report of: Councillor Troy Tester on behalf of the Cabinet**

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The Council is asked to consider the minute and resolution of the Cabinet meeting held on 19 October 2011 as set out below.

Further copies of the report to Cabinet are available on request – please see end of this report. A copy may be seen on the Council’s website at:  
<http://www.eastbourne.gov.uk/council/meetings/cabinet/>

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**The Council is recommended to:-**

**Adopt the updated policies and procedures for pay and reward in Eastbourne Borough Council as outlined in the report to Cabinet on 19 October 2011.**

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**Minute Extract**  
**CABINET 19 October 2011**

**\*59 Pay and reward policies**

- 59.1 The Deputy Chief Executive presented the report of the Head of Human Resources seeking Cabinet endorsement for updated pay and reward policies and procedures. The Council had introduced a new pay and grading structure in 2008 designed to ensure the Council had a fair, robust and fit for purpose job evaluation system for the grading of posts; mechanisms for the introduction of contribution pay; flexibility within pay structures to address to recruitment and retention pressures; and that pay provisions promoted equity and transparency of treatment and demonstrated corporate commitment to equal pay.
- 59.2 Appendices to the report summarised the policies and procedures for pay and reward. Formal approval by full Council would also be sought having regard to regulations limiting the allocation of certain functions and responsibilities to a council’s executive. Further work would be scheduled upon completion of the second phase of agile and Ignite projects to ensure that the grading structure remained fit for purpose in a time of continuous change. The policies and procedures had been the subject of a range of consultation exercises over the last 2 years.

\*59.3 **Resolved (key decision):** That full Council be recommended to adopt the updated policies and procedures for pay and reward in Eastbourne Borough Council as outlined in the report.

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For a copy of the report please contact Local Democracy at the Town Hall, Eastbourne, BN21 4UG. Tel. (01323) 415022 or 415021.  
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