

Agenda Item No: **Report No:**

Report Title: **Pay Policy Statement**

Report To: **Council** **Date:** **20 February 2012**

Cabinet Member: **Councillor James Page (Finance & Resources)**

Ward(s) Affected: **All**

Report By: **Corporate Head – Internal Services**
Corporate Head – Legal & Democratic Services

Contact Officer(s)- **Catherine Knight**

Post Title(s): **Corporate Head – Legal & Democratic Services**

E-mail(s): Catherine.Knight@lewes.gov.uk
Tel No(s): **01273 48 4118**

Purpose of Report:

To present a Pay Policy Statement for the financial year 2012/13 for approval by Council in accordance with section 38 of the Localism Act 2011.

Officers' Recommendation(s):

To adopt the Pay Policy Statement attached at Appendix A for the financial year 2012/13.

Information

For each financial year from 2012/13 onwards, local authorities must prepare a pay policy statement relating to the remuneration of their Chief Officers. The pay policy must also include details of remuneration of its lowest paid employees and include details of the relationship between the remuneration of Chief Officers and the remuneration of employees who are not Chief Officers. Remuneration is defined widely to include salary, bonuses, allowances and compensation.

In preparing statements, regard must be had to any guidance issued or approved by the Secretary of State. The pay policy statement must be approved by Full Council before it comes into force. The first statement must be prepared and approved before 31 March 2012.

A proposed Pay Policy Statement for the financial year 2012/13 is attached at Appendix A. Officers have drafted this to reflect our current pay practices. The Secretary of State has issued draft guidance and officers have followed this in preparing the Statement. At the time of writing the final guidance has not been issued, but the Statement must be considered at February's Council meeting if it is to be implemented in accordance with the Localism Act. It is not anticipated that there will be significant difference between the draft and final guidance. If there is and the Statement needs amendment it will come back to Council.

Financial Implications

None arising from this report

Environmental Implications

I have completed the Environmental Implications Questionnaire and there are no significant effects as a result of these recommendations.

Risk Management Implications

Failure to adopt a Pay Policy Statement by 31 March 2012 will constitute a failure to comply with the requirements of the Localism Act 2011.

Equality Implications

The matters reflected in this report do not give rise to inequality issues and so an Equality Impact Assessment screening is not required.

Background papers

Localism Act 2011

Appendices

Appendix A – Pay Policy Statement