

**Agenda Item No:** 16 **Report No:** 95/15  
**Report Title:** Pay Policy Statement  
**Report To:** Council **Date:** 16 July 2015  
**Cabinet Member:** Councillor Andy Smith (Finance & Resources)  
**Ward(s) Affected:** All  
**Report By:** Alan Osborne, Director of Corporate Services  
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### **Purpose of Report:**

To present a Pay Policy Statement for the financial year 2015/16 for approval by Council in accordance with section 38 of the Localism Act 2011.

### **Officers Recommendation(s):**

- 1 To adopt the Pay Policy Statement attached at Appendix A for the financial year 2015/16.
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### **Reasons for Recommendations**

- 1 The Localism Act 2011 places an obligation on local authorities to be more accountable to the communities they serve. Chapter 8 of the Act requires the Council to adopt and publish a Pay Policy Statement.

We are required to keep the Statement up to date and it has now been reviewed to take account of latest statistical data.

### **Information**

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- 2.1 The 2015/16 Statement drafted for Lewes District Council is appended to this report.
- 2.2 The revised version is presented to Council for consideration and recommendation for its approval. It will then replace the current version on the Council's website to meet the requirements of the Localism Act.

Changes to note:

- The Publication of Information section has been updated to reflect changes brought in by the Local Government Transparency Code 2014.
- The 'pay multiple' is the ratio between the highest paid salary and the median average salary of the whole of the Council's workforce. The Council's pay multiple for 2013/14 was 5.04 (based on the median average salary of £20,524 and the highest salary of £103,539). The Council's new pay multiple for 2014/15 is 4.94 (based on the median average salary of £20,976 and the highest salary of £103,539). This information will be reflected on the Council's website as currently.
- Advice regarding the re-engagement of chief officers has been updated to provide more rigour and to align practice with that reflected in Eastbourne Borough Council's Pay Policy Statement.

### **Financial Appraisal**

- 3** No financial implications arising from this report

### **Legal Implications**

The Legal Services Department has made the following comment:

- 4** Failure to adopt a revised Pay Policy Statement will constitute a failure to comply with the requirements of the Localism Act 2011.

### **Risk Management Implications**

- 5** Failure to adopt a revised Pay Policy Statement will constitute a failure to comply with the requirements of the Localism Act 2011.

### **Equality Screening**

- 6** Analysis of equality implications has not been carried out as this report is for information only purposes and does not involve the making of key decisions.

### **Appendices**

- 7** Appendix A – draft Pay Policy Statement for 2015/16