

**Body:** Council  
**Date:** 7 April 2016  
**Subject:** Pay Policy Statement Update  
**Report of:** Deputy Chief Executive

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**Ward(s):** All

**Purpose:** To ask Members to approve updates to the Pay Policy Statement produced in accordance with the requirement in the Localism Act 2011

**Contact:** Becky Cooke, Head of Organisational Development – 01323 415106

**Recommendations:** **That Council**  
**(1) Notes and recommends the updated Pay Policy Statement for publication on the Council's website**

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## **1.0 Introduction**

The Localism Act 2011 places an obligation on local authorities to be more accountable to the communities they serve.

- 1.1 Chapter 8 of the Act requires the Council to adopt and publish a Pay Policy Statement. The statement drafted for Eastbourne Borough Council is appended to this report (Appendix one). We are required to keep the Statement up to date and it has now been reviewed to take account of the latest statistical data.

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.

## **2.0 Changes to the Pay Policy Statement**

- 2.1 There have been some minor changes to reflect the current statistical position in relation to pay relationships at point 4 of the Pay Policy Statement.

One further change is:

At 2.4 of the Pay Policy Statement it should be noted that at Chief Executive/Chief Officer/Deputy Chief Officer and Monitoring Officer level officers are now paid on a spot salary, as agreed at a Council Panel in November 2014. Consideration of future progression for the Chief Officer roles will focus on:-

- The robust performance appraisal of the deliverables of the Strategy and Commissioning team
- Regard to the JNC annual pay offer
- And twice yearly scrutiny of relevant market data

### **3.0 Financial and other implications**

None

### **4.0 Consultation**

UNISON has been consulted on the revised Pay Policy Statement

### **5.0 Conclusion**

Council is asked to approve the revised Pay Policy Statement and recommend for it to be published on the Council's website.

**Alan Osborne**  
**Deputy Chief Executive**