

Body: Council
Date: 9 May 2018
Subject: Pay Policy Statement Update
Report of: Deputy Chief Executive

Ward(s): All

Purpose: To present a Pay Policy Statement for the financial year 2018/9 for approval by Council in accordance with section 38(1) of the Localism Act 2011.

Contact: Becky Cooke, Assistant Director of Human Resources and Transformation – 01323 415106

Recommendations: **That Council**
(1) Adopts the Pay Policy Statement attached at Appendix A for the financial year 2018/19.

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 A). 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 Full 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 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 2016/17 was 5.9591. The council's new pay multiple for 2017/18 is 5.5369 (based on the median average salary of £23,398 and the highest salary of £129,553). This information will be reflected on the Council's website.

This pay multiple remains with the council's aim to maintain a multiple no greater than 6 to 1.

3.0 Financial and other implications

No financial implications arising from this report

4.0 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