

Recommendation to Council on 30 January 2014	From: General Purposes Committee on 20 January 2014	Item 10(ii)(d)
	Pay Policy Statement 2014/15	
1.	Council is asked to approve the following recommendations:-	
	<p>1 that the draft Pay Policy Statement 2014/15, as set out at Appendix A, be approved and adopted;</p> <p>2 that, following approval and adoption, the Pay Policy Statement 2014/15 be published on the Council's website.</p>	
	Background	
2.	The General Purposes Committee considered a report by the Director of Improvement and Corporate Services which set out the draft Pay Policy Statement for 2014/15. Members were advised that sections 38-43 of the Localism Act 2011 required all local authorities to publish a comprehensive Pay Policy Statement before 31 March every year.	
3.	The Committee noted that the Localism Act had further extended the existing requirements under the Code of Transparency to publish Chief Officer remuneration on the Council website and ensure that full Council had the opportunity to approve senior appointments or severance arrangements outside of existing approved policies and pay arrangements.	
4.	Members also noted that the Localism Act had introduced requirements to ensure a comparison was possible between the policies adopted on the remuneration of Chief Officers and other employees and, in addition, set out a policy on the lowest paid.	
5.	The Head of Policy and Development stated that the draft Pay Policy Statement before Members reflected existing policies and terms and conditions previously agreed and also met the requirements set out in the Department for Communities and Local Government's supplementary guidance on Pay Policy Statements issued in February 2013. As such it represented an updated version of the Pay Policy Statement adopted for 2013/14 and fully complied with all statutory requirements.	
6.	Members were reminded that the Localism Act required that the Policy be approved by full Council.	
Appendices	Appendix A	Central Bedfordshire Council Pay Policy Statement 2014/15