

Recommendation to Council on 29 January 2015	From: General Purposes Committee on 15 January 2015	Item 10(i)
	Pay Policy Statement 2015/16	
1.	Council is asked to approve the following recommendations:-	
	<p>1 that the draft Pay Policy Statement 2015/16, as set out at Appendix A, be approved and adopted;</p> <p>2 that, following approval and adoption, the Pay Policy Statement 2015/16 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 2015/16. Members were reminded that the Localism Act 2011 required local authorities to adopt a comprehensive Pay Policy Statement by 31 March every year and publish it on the council's website with effect from 1 April.	
3.	The Committee recalled that the Localism Act had extended the requirements under the Code of Transparency to publish Chief Officer remuneration on the Council website, and also to ensure that full Council had the opportunity to approve senior appointments or severance arrangements outside of existing approved policies and pay arrangements.	
4.	The Committee was aware that the draft Pay Policy Statement before Members had been updated to reflect the impact of the pay award recently given to all employees on Local Government terms and conditions of employment. The meeting was advised that a national pay award had not been approved for the Chief Executive or Directors and that they were covered by separate negotiating bodies.	
5.	Members were also aware 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. However, for the period 2015/16, the ratio of pay of the Chief Executive to that of the median earner and the ratio of pay of the Chief Executive to that of the mean average salary could not be updated until after the January 2015 payroll had been run. This information would be made available in time for consideration by full Council.	
6.	Full discussion had taken place on the process set out within the draft Pay Policy Statement for the determination of salary levels for	

	Directors. The Committee felt that the reporting of the process was inaccurate and so, following consideration, the draft Policy was amended.	
Appendices	Appendix A	Draft Central Bedfordshire Council Pay Policy Statement 2015/16 (Amended)