

Central Bedfordshire Council

General Purposes Committee

17 December 2015

PAY POLICY STATEMENT 2016/17

Report of Deb Broadbent Clarke, Director of Improvement and Corporate Services (deb.broadbent-clark@centralbedfordshire.gov.uk)

Advising Officer:
Catherine Jones, Assistant Director - People
(catherine.jones@centralbedfordshire.gov.uk)

Purpose of this report

The report sets out the details of the Pay Policy Statement 2016/17 which is a requirement for the Council to adopt by 31 March 2016.

RECOMMENDATIONS

The Committee is asked to:

1. Approve the attached Pay Policy Statement for 2016/17
2. Recommend to Full Council that the Pay Policy be adopted and published on the Council's website with effect from 1 April 2016.

Overview and Scrutiny Comments/Recommendations

None.

Issues

1. The Localism Act which came into force in November 2011 sets out requirements for all Local Authorities to publish a comprehensive Pay Policy Statement which is reviewed and updated annually.
2. The legislation extends further the existing requirements under the Code of Transparency to publish Chief Officer remuneration on the website and ensure that Full Council has the opportunity to approve senior appointments or severance arrangements outside of existing approved policies and pay arrangements.
3. The attached draft Pay Policy 2016/17 (Appendix A) reflects existing terms and conditions that have been agreed either through the Shadow Executive, Full Council or subsequently agreed by the General

Purposes Committee or Corporate Management Team where applicable.

4. The Constitution sets out that for all chief officer level senior appointments must be made by the Appointments Panel and this provides the necessary checks within the Council to ensure that salary packages are appropriate and proportionate to the roles and responsibilities held, market forces and take into account the existing pay arrangements in place.
5. The Pay Policy Statement also sets out that in the event of an exceptional discretionary payment being proposed as part of a severance package, which is outside of our statutory or contractual arrangements, General Purposes Committee would need to make a recommendation to Full Council for approval.
6. The Pay Policy Statement 2016/17 reflects the existing pay arrangements following the national pay award that was implemented in January 2015 and covers the period to 31 March 2016. No details of any pay awards that may be implemented from April 2016 are known other than there will be a requirement to implement the national living wage. This will impact particularly on the lower pay scales and as all employers are required to implement it, it will be part of the national negotiations on pay taking place at this time.

Responsibility for decision on remuneration

7. The provisions of the Localism Act bring together accountability, transparency and fairness in setting local pay. Councillors are required to take a greater role in determining pay ensuring that decisions are taken by those who are directly accountable to local people.
8. Under the existing terms of reference for the General Purposes Committee the attached Policy Statement would be approved by the Committee and no further consideration would be required.
9. However one of the requirements of the Localism Act is the Pay Policy and any subsequent amendments must be approved by Full Council and this should be in time for publication from 1 April each year.
10. The recommendation set out in this report deals with this requirement.
11. Alongside the existing Code on Transparency, the Act's provisions will ensure that communities have access to the information they need to determine whether remuneration, particularly senior remuneration is appropriate and commensurate with responsibility.
12. The Act ensures that policies and decisions on the pay and reward of the most senior staff are set clearly within the context of the pay of the wider workforce.

Reason/s for decision

13. To meet the statutory requirement to publish annually a Pay Policy Statement that has been approved by Full Council.

Council Priorities

This report and the attached Pay Policy does not directly support the Council's priorities but meets the requirements of the Localism Act. The Pay Policy sets out how the Council pays and rewards its employees in a fair and equitable manner taking account of market pressures so that the council is able to attract and retain the resources required to support the delivery of its priorities.

Corporate Implications

Legal Implications

14. The attached Pay Policy complies with Sections 38-43 of the Localism Act which requires that all authorities publish a Pay Policy to enable greater transparency towards Chief Officer pay.

Financial Implications

15. There are no direct implications from this report or the attached Pay Policy Statement.

Equalities Implications

16. The Pay Policy will apply to all employees regardless of age, disability, gender, race, sexual orientation, religion/belief (or any other protected characteristic) as appropriate to their level in the organisation and the relevant terms and conditions of their employment.
17. The Pay Policy brings together information from existing policies and documents. These documents have previously been scrutinised to ensure that they comply with the council's equalities duties and equality impact assessments carried out as appropriate.
18. Where the recommendations under the Localism Act regarding the disclosure of data relates to individuals, this is permitted by Article 8 (2) of the Human Rights Act and Section 35 (1) of the Data Protection Act. The Council will not publish more data than is required to comply with the legislation.

Appendices

Appendix A – Draft Pay Policy 2015/16

Background Papers (open to public inspection)

The following background papers, not previously available to the public, were taken into account and are available on the Council's website:

None