

Gloucester City Council

Meeting:	Cabinet Council	Date:	10th April 2013 20th May 2013
Subject:	Pay Policy Statement 2013-14		
Report Of:	Corporate Director of Resources		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Peter Gillett, Corporate Director of Resources		
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Appendices:	1. Proposed Pay Policy Statement for 2013/14		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 The purpose of this report is to consider and approve the Council's Pay Policy Statement for 2013/14.
- 1.2 Section 38 of the Localism Act 2011 requires local authorities to produce an annual pay policy statement from 2012/13 onwards, which must be agreed annually by full council.

2.0 Recommendations

- 2.1 Cabinet is asked to **RECOMMEND** to Council that
 - (1) The pay policy statement for 2013/14 attached as Appendix A be approved.
- 2.2 Council is asked to **RESOLVE** that
 - (1) The pay policy statement for 2013/14 attached as Appendix A be approved.

3.0 Background and Key Issues

- 3.1 The Council's proposed pay policy for 2013/14 is attached to this report. The statement has been developed in response to the requirements of the Localism Act 2011 and follows guidance which accompanied the Act.

4.0 Alternative Options Considered

- 4.1 The council is required to produce the statement in accordance with the Localism Act 2011; there is no alternative option on this matter.

5.0 Reasons for Recommendations

5.1 To demonstrate transparency in publication of the Council's pay policy arrangements in accordance with the principles of the Localism Act.

6.0 Future Work and Conclusions

6.1 Members will recall a previous resolution of full council to move to becoming a 'living wage employer' for staff on the council's approved establishment. This will be implemented during 2013/14 and is included in the attached policy.

7.0 Financial Implications

7.1 None.

(Financial Services have been consulted in the preparation this report.)

8.0 Legal Implications

8.1 Production of an annual pay policy statement is a requirement of the Localism Act 2011.

(Legal Services have been consulted in the preparation this report.)

9.0 Risk & Opportunity Management Implications

9.1 The Council must have a current Pay Policy Statement in place in accordance with the legal requirements above.

10.0 People Impact Assessment (PIA):

10.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

11.0 Other Corporate Implications

Community Safety

11.1 None.

Sustainability

11.2 None.

Staffing & Trade Union

11.3 The policy will be shared with the Trade Unions at one of the routine monthly meetings.

Background Documents: None