

Gloucester City Council

Meeting:	Council	Date:	24 March 2016
Subject:	Pay Policy Statement 2016-17		
Report Of:	Cabinet Member for Performance and Resources		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
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Appendices:	1. Pay Policy Statement for 2015/16		

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 2016/17.
- 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 Council is asked to **RESOLVE** that
 - (1) The pay policy statement for 2016/17 attached as Appendix A be approved.

3.0 Background and Key Issues

- 3.1 The Council's proposed pay policy for 2016/17 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 Financial Implications

- 6.1 None.

7.0 Legal Implications

- 7.1 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.)

8.0 Risk & Opportunity Management Implications

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

9.0 People Impact Assessment (PIA):

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

10.0 Other Corporate Implications

Community Safety

- 10.1 None.

Sustainability

- 10.2 None.

Staffing & Trade Union

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

Background Documents: None