

<b>Meeting:</b>	<b>Cabinet Council</b>	<b>Date:</b> 7 <sup>th</sup> March 2018 22 <sup>nd</sup> March 2018
<b>Subject:</b>	<b>Pay Policy Statement 2018-19</b>	
<b>Report Of:</b>	<b>Cabinet Member for Performance and Resources</b>	
<b>Wards Affected:</b>	<b>All</b>	
<b>Key Decision:</b>	<b>No</b>	<b>Budget/Policy Framework: No</b>
<b>Contact Officer:</b>	<b>Jon Topping, Head of Policy &amp; Resources</b>	
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<b>Appendices:</b>	<b>1. Pay Policy Statement for 2018/19</b>	

## 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 2018/19.
- 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 **RESOLVE** to **RECOMMEND** to Council that:
- (1) the Pay Policy Statement for 2018/19 attached as Appendix 1 be approved.
- 2.2 Council is asked to **RESOLVE** that:
- (1) the Pay Policy Statement for 2018/19 attached as Appendix 1 be approved.

### 3.0 Background and Key Issues

- 3.1 The Council's proposed pay policy for 2018/19 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 Asset Based Community Development (ABCD) Considerations

- 4.1 None

### 5.0 Alternative Options Considered

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

## **6.0 Reasons for Recommendations**

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

## **7.0 Financial Implications**

- 7.1 None.

## **8.0 Legal Implications**

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

(One Legal 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) and Safeguarding:**

- 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