EXECUTIVE
COMMITTEE
11ᵗʰ March 2014

PAY POLICY STATEMENT 2014/15

Relevant Portfolio Holder	Cllr John Fisher
Portfolio Holder Consulted	yes
Relevant Head of Service	Jayne Pickering, Executive Director, Finance and Resources
Ward(s) Affected	n/a
Ward Councillor(s) Consulted	n/a
Key Decision / Non-Key Decision	Non key

1.   SUMMARY OF PROPOSALS

To enable Members to approve the Pay Policy for 2014/15

2.   RECOMMENDATIONS

The Executive Committee is requested to RECOMMEND that

the Pay Policy as detailed in Appendix 1 to the report be approved.

3.   KEY ISSUES

3.1   The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31ˢᵗ March 2014 for the financial year 2014/15. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

(a) The remuneration of its chief officers,
(b) The remuneration of its lowest-paid employees, and
(c) The relationship between-
      (i)   The remuneration of its chief officers, and
      (ii)   The remuneration of its employees who are not chief officers.
The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

Financial Implications

3.2   All financial implications have already been approved as part of the budget setting process and posts are fully budgeted for.

Legal Implications

3.3   These are already included in the report

Service / Operational Implications

3.4   There are no implications in relation to this report

Customer / Equalities and Diversity Implications

3.5   There are no implications in relation to this report

4.   RISK MANAGEMENT

        There are no implications in relation to this report

5.   APPENDICES

        Appendix 1 - Pay Policy 2014/15

AUTHOR OF REPORT

Name: Sam Morgan
email: sam.morgan@bromsgroveandredditch.gov.uk
Tel.:   01527 64252 x 3790