

**PAY POLICY STATEMENT 2015/16**

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 2015/16

**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 31<sup>st</sup> March 2015 for the financial year 2015/16. 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.

- 3.2 As part of the Budget set by Members on 23<sup>rd</sup> February 2015, it was agreed that all staff would now be paid the 'living wage', a total of 91 current employees will benefit from this and receive a pay increase at 1<sup>st</sup> April 2015.

**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 2015/16

**AUTHOR OF REPORT**

Name: Lindsey Wood

email: Lindsey.wood@bromsgroveandredditch.gov.uk

Tel.: 01527 64252