

EXETER CITY COUNCIL

**SCRUTINY RESOURCES
22 JANUARY 2014**

**EXECUTIVE
4 FEBRUARY 2014**

**COUNCIL
25 FEBRUARY 2014**

ANNUAL PAY POLICY STATEMENT

1 PURPOSE OF REPORT

- 1.1 To set out the council's annual Pay Policy Statement 2014/15 which must be approved by Full Council each financial year in line with legislation.

2 BACKGROUND

- 2.1 Section 38 (1) of the Localism Act 2011 requires English and Welsh Authorities to produce a statutory Pay Policy Statement each financial year commencing in 2012/13. The Secretary of State for Communities and Local Government issued further guidance in early 2013.
- 2.2 In line with statutory requirements, the Council's Pay Policy Statement has been reviewed and updated for 2014/15 for approval by full Council prior to publishing on the Council's website.
- 2.3 The revised policy takes into account the following changes:
- 2.3.1 Implementation of a living wage for Council employees which was approved at Full Council in December 2013
 - 2.3.2 Introduction of Full Council approval for: severance payments in excess of £100,000; appointments of former Chief Officers (in receipt of a severance payment not related to redundancy) to Chief Officer roles.
 - 2.3.3 Clarifying pension abatement arrangements for persons in receipt of a Local Government pension and engaged under employment and service contracts are determined in accordance with legislation and the relevant LGPS administering authority.

in addition to better reflecting the structure of the requirements in legislation and supplementary guidance.

3. RECOMMENDATION to Council

- 3.1 That the attached Policy be adopted and published following approval by full Council in accordance with the legislation.

CAROLINE HALL
HUMAN RESOURCES BUSINESS MANAGER

Local Government (Access to Information) Act 1972 (as amended)

Background papers used in compiling this report:-

None