

REPORT TO: SCRUTINY COMMITTEE – RESOURCES, EXECUTIVE AND COUNCIL
Date of Meeting: Scrutiny Committee Resources – 28 January 2015
Executive – 10 February 2015
Council – 24 February 2015
Report of: Human Resources Business Manager
Title: Annual Pay Policy Statement 2015/16

Is this a Key Decision?

No

Is this an Executive or Council Function?

Council

1. What is the report about?

To set out the council's annual Pay Policy Statement 2015/16 which must be approved by Full Council each financial year in line with legislation.

2. Recommendations:

It is recommended that Scrutiny Committee Resources notes and Council approves:

- (i) the attached Policy and Appendix be adopted and published in accordance with the legislation.

3. Reasons for the recommendation:

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.

4. What are the resource implications including non financial resources:

There are no new resource implications created as a result of the revisions to the Pay Policy Statement.

5. Section 151 Officer comments:

There are no additional financial implications arising from this report.

6. What are the legal aspects?

Local Authorities are required by Section 38 (1) of the Localism Act 2011 to set out a written statement each financial year in respect of certain policies related to the remuneration of its Officers.

7. Monitoring officer Comments

There are no new implications arising from this report.

8. Report Details:

In line with statutory requirements, the Council's Pay Policy Statement has been reviewed and updated for 2015/16 for approval by full Council prior to publishing on the Council's website.

The revised policy and appendix take into account the following changes:

- The increase in the nationally determined living wage (Spinal Column Point 10) in November 2014 which comes into effect at Exeter City Council on 1 April 2015 (paragraph 3.2)
- Implementation of the nationally agreed 2014/16 pay award for employees on Spinal Column Points 11-52 inclusive which took effect on 1 January 2015 and covers the period to 31 March 2016 (Appendix 1)
- Implementation of the nationally negotiated 2014/16 pay award for Chief Officers and Chief Executives which, subject to national agreement, will take effect retrospectively on 1 January 2015 and covers the period to 31 March 2016 (Appendix 1)

9 How does the decision contribute to the Council's Corporate Plan?

The attached Statement supports a well run Council and our compliance with statute.

10 What risks are there and how can they be reduced?

There are no new implications arising from the recommendations.

11 What is the impact of the decision on equality and diversity; health and wellbeing; safeguarding children, young people and vulnerable adults, Economy safety and the environment?

Consideration has been given to the impact upon differing groups and a full assessment is not required.

12 Are there any other options?

No.

Caroline Hall, Human Resources Business Manager

**Local Government (Access to Information) Act 1972 (as amended)
Background papers used in compiling this report:**

None

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