

**REPORT TO: SCRUTINY COMMITTEE – RESOURCES, EXECUTIVE AND COUNCIL**

**Date of Meeting: Scrutiny Committee Resources – 27 January 2016  
Executive – 9 February 2016  
Council – 23 February 2016**

**Report of: HR Transactional Services Manager  
Title: Annual Pay Policy Statement 2016/17**

**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 2016/17 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.
- (ii) Delegated authority be given to the Head of Human Resources - currently HR Transactional Services Manager to make necessary amendments to the pay policy statement following any changes in legislation or subsequent increases in pay.

**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:**

5.1 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**

The Monitoring Officer comments have not been obtained.

## **8. Report Details:**

In line with statutory requirements, the Council's Pay Policy Statement has been reviewed and updated for 2016/17 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 (Grades 1 and 2) in November 2015 which comes into effect at Exeter City Council on 1 April 2016 (paragraph 3.2)
- Implementation of the proposed nationally agreed pay award for 2016/17 for employees on Spinal Column Points 12-52 inclusive (Appendix 1)
- Implementation of the nationally negotiated 2016/17 pay award for Chief Officers and Chief Executives (Appendix 1)

(The current pay award has still to be accepted, these paragraphs can be amended once this has taken place)

## **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.

**David Knight, HR Transactional Services Manager**

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

**Background papers used in compiling this report:**

None

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