



**EMPLOYMENT COMMITTEE – 12 MARCH 2014**

**PAY POLICY STATEMENT 2014/15**

**DIRECTOR OF CORPORATE RESOURCES**

**Purpose of Report**

1. The purpose of this report is to seek the approval of the Employment Committee to the Council's Pay Policy Statement for 2014/15.

**Background**

2. On 15 November 2011, the Localism Act received Royal Assent. Under Section 38 of the Act, local authorities in England and Wales are required to produce a Pay Policy Statement for each financial year, which must be approved by Full Council.
3. This statement must set out the Council's policies in relation to:
  - (a) The remuneration of its chief officers;
  - (b) The remuneration of its lowest-paid employees; and
  - (c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to approve and publish the Pay Policy Statement for 2014/15 on or before 31 March 2014.

**Key Points**

6. The proposed Pay Policy Statement attached sets out:
  - The Council's approach to job evaluation and grading of posts;
  - Additional payments that employees are eligible to receive, such as night enhancement, overtime, etc.;
  - The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce (excluding schools but including ESPO), which is 10.83;
  - That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments.

**Recommendations**

7. The Committee is asked to recommend the County Council to approve the Pay Policy Statement 2014/15.

**Background Papers**

None.

**Circulation under the Local Issues Alert Procedure**

None.

**Officer to Contact:**

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**List of Appendices**

Appendix A – Pay Policy Statement 2014/15

**Equal Opportunities Implications**

None.