

CHESHIRE EAST COUNCIL

Staffing Committee

Date of Meeting:	11 January 2013
Report of:	Head of Human Resources and Organisational Development
Subject/Title:	Pay Policy Statement 2013/14

1.0 Report Summary

1.1 Section 38 of the Localism Act 2011 requires local authorities to produce a Pay Policy Statement by 31 March on an annual basis. Regard is to be given to any guidance from the Secretary of State in producing this statement.

1.2 The Pay Policy Statement for 2013/2014 is attached at Appendix 1.

2.0 Recommendation for Staffing Committee:

2.1 That the Pay Policy Statement 2013/14 be recommended to Council for approval.

3.0 Reasons for Recommendations

3.1 A Pay Policy Statement is required to be produced annually from 2012/2013 under Section 38 of the Localism Act. Local Authorities must have their Pay Policy Statement approved by full Council and published on their web site no later than the 31st March prior to the financial year to which they relate.

4.0 Wards Affected

4.1 Not applicable.

5.0 Local Ward Members

5.1 Not applicable.

6.0 Policy Implications

6.1 Any decisions relating to the pay and remuneration of Chief Officers must comply with the Pay Policy Statement in place at the time for that financial year and, whilst the Statement can be amended in year should the need arise, changes must be subject to the approval of full Council.

7.0 Financial Implications (Authorised by the Director of Finance and Business Services).

- 7.1 There are no direct financial implications associated with approving the updated Pay Policy Statement 2013/14 and no budgetary adjustments are proposed specifically in relation to this report.

8.0 Legal Implications (Authorised by the Borough Solicitor)

- 8.1 The Council is required to produce and publish a Pay Policy Statement, agreed by Council, for 2012/13 and for each subsequent year, under Section 38 of the Localism Act.
- 8.2 This report and accompanying Pay Policy Statement, once approved and adopted, ensures that the Council complies with this requirement.

9.0 Risk Management

- 9.1 None.

10.0 Detail

- 10.1 The Localism Act requires the Council to produce and publish a Pay Policy Statement, agreed by Council, on an annual basis. Due regard must be given to the guidance produced by the Secretary of State in preparing the statement and, specifically, to the detail that should be included in it.
- 10.2 Any decisions relating to the pay and remuneration of Chief Officers must comply with the Pay Policy Statement in place at the time for that financial year and whilst the Statement can be amended in year as required, any changes must be subject to the approval of full Council.
- 10.3 The Council approved the 2012/2013 Statement on 23 February 2012. Subsequent revisions to reflect amendments made to redundancy payments, payments on termination and compromise agreements were approved by Council on 19 July 2012.
- 10.4 The Pay Policy Statement for this year, 2013/14, has been updated to reflect a number of changes which are detailed below.
- 10.4.1 Reference to the continuation of the increment freeze to 30 November 2013 has been incorporated;
- 10.4.2 Reference has been made to changes in the Local Government Pension Scheme to reflect the requirements under the Automatic Enrolment Regulations 2012 and changes to pension bandings effective from 1 April;
- 10.4.3 Job titles, salary levels (including market supplements) and the organisational structure have been updated to reflect changes;

10.4.4 Information about pay multiples have been amended to reflect updated figures as well as National Minimum Wage rates effective from October 2012.

11.0 Consultation

11.1 There is no formal requirement to consult but the policy will be shared with the Trade Unions prior to the Council meeting.

12.0 Access to Information

12.1 The background papers relating to this report can be inspected by contacting the report writer:

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