

CHESHIRE EAST COUNCIL

Council

Date of Meeting:	26 th February 2015
Report:	Interim Head of Human Resources
Subject/Title:	Pay Policy Statement 2015/16
Portfolio Holder:	Cllr Barry Moran

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 and the Local Government Transparency Code 2014.
- 1.2 The Pay Policy Statement for 2015/16, which reflects the position as at 1st April 2015, is attached at Appendix 1. The minor changes since last year's Statement are described in Section 11 of this summary report.

2.0 Recommendations

- 2.1 That Council accepts Cabinet's recommendation to approve the Pay Policy Statement for 2015/16, for adoption and publication on 1st April 2015.

3.0 Reasons for Recommendations

- 3.1 A Pay Policy Statement has been required to be produced annually since 2012/2013 under Section 38 of the Localism Act 2011. Local Authorities must have their Pay Policy Statement approved by full Council and published on their website no later than the 31st March prior to the financial year to which it relates.

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 are subject to the approval of full Council.

7.0 Implications for Rural Communities

7.1 Not applicable.

8.0 Financial Implications

8.1 There are no direct financial implications associated with approving the updated Pay Policy Statement 2015/16 and no budgetary adjustments are proposed specifically in relation to this report as changes to the Senior Management Structure have been taken into account in preparing the budget for 2015/16.

9.0 Legal Implications

9.1 The Council is required to produce and publish a Pay Policy Statement, agreed by Council each year, under Section 38 of the Localism Act.

9.2 In addition the Local Government Transparency Code 2014 requires information on organisational chart, senior salaries and pay multiples to be published not less than annually.

9.3 This report and accompanying Pay Policy Statement, with associated links, once approved and adopted, ensures that the Council complies with these requirements.

10.0 Risk Management

10.1 If the Council does not follow specific aspects of the guidance issued by DCLG and therefore not achieve appropriate levels of openness and accountability, it can take steps to require the Council to adapt particular policies.

10.2 It should also be noted that the DCLG has had a tendency to issue revised guidance in late February each year which could cause problems for the Council as the Pay Policy Statement should be approved by then. If this is the case, a delegation from Council could be gained to amend the policy if advice is received which would require the policy to be reviewed after approval.

11.0 Background and key updates

11.1 The draft Pay Policy Statement was noted by the Council's Staffing Committee on 15th January 2015 and Cabinet resolved to recommend the draft pay policy statement to Council for approval on 11th February.

11.2 The purpose of the pay policy statement is to increase accountability, transparency and fairness with regard to the Council's approach to pay with particular focus on its Chief Officers.

11.3 The pay policy statement 2015/16 has been updated in line with the LGA guidelines and with due regard to the Local Government

Transparency Code 2014. A shorter pay policy statement has been developed which focuses on the principles and policies regarding pay and has links to various statistical data available elsewhere on the Council's website and associated policies (Annex 1). This shorter pay policy statement aims to be more user friendly for public consumption and should require minimal updates each year. The associated links to further information will be updated as appropriate.

11.4 A minor change in terms of content since the last pay policy statement is within Section 4, paragraph 1 - the wording relating to Council approval for a salary package exceeding £100,000 - has been amended to reflect the appropriate guidance.

11.5 For information, Appendix 2 shows a summary of the information a Pay Policy Statement should include.

12.0 Access to Information

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

Name: Phil Badley

Job Title: Interim Head of Human Resources

Tel No: 01270 686328

Email: phil.badley@cheshireeast.gov.uk