

COUNCIL – 25TH FEBRUARY 2013

Supplementary Report of the Chief Executive

ITEM 7.5 PAY POLICY STATEMENT 2013/14

Purpose of the Supplementary Report

To approve an additional element to include in the Council's Pay Policy Statement for 2013-14.

Revised Recommendation

That the Pay Policy Statement for 2013/14 be approved and adopted, as set out in appendix A to the report considered by the Personnel Committee (Annex 1); subject to the following additional wording being included in the Severance Payments section of the proposed Pay Policy Statement for 2013-14 (circulated with the agenda, page 231):

“In future, full Council will be given the opportunity to vote on severance packages over £100,000 before they are approved. The information presented will clearly set out the components of the severance package (e.g. salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid)”.

Revised Reason

To ensure that the Council meets its obligations under Section 38 of the Localism Act 2011. To ensure that the Council gives due regard to the further supplementary guidance issued by the Secretary of State on 20 February 2013 in relation to the production of Pay Policy Statements for 2013-14.

Policy Justification and Previous Decisions

Under Section 38 of the Localism Act 2011, local authorities in England and Wales are required to produce an annual Pay Policy Statement, which must be approved by full Council and published on the Council's website before the commencement of each financial year.

Implementation Timetable including Future Decisions and Scrutiny

If approved, the statement will be published on the Council's website as soon as reasonably practicable and before 1st April 2013.

Report Implications

The following implications have been identified for this report.

Financial Implications

There are no direct financial implications arising from this decision.

Risk Management

No specific risks have been identified in relation to this decision.

Background Papers: Supplementary guidance document issued by the
Secretary of State

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