



## **Pay Policy Statement 2016-7**

### **SUMMARY**

- 1.1 The Localism Act requires local authorities to prepare an annual pay policy statement and to have it approved by Council. The statement for 2016/17 is attached to this report for consideration.

### **RECOMMENDATION**

- 2.1 To approve the Pay Policy Statement attached at Appendix 2.
- 2.2 To note that, when approved, the Pay Policy Statement will be published on the council's website.

### **REASONS FOR RECOMMENDATION**

- 3.1 To comply with the requirements of the Localism Act 2011.

### **SUPPORTING INFORMATION**

- 4.1 These strands of fairness, accountability and transparency were enshrined in Section 38 of the Localism Act 2011.

This section placed a requirement on local authorities to set out the council's policies for the financial year in relation to:

- the remuneration of its chief officers
- the remuneration of its lowest-paid employees
- the relationship between the remuneration of its chief officers and other officers

- 4.2 The definition of a 'chief officer' under the Act includes 'deputy chief officers' which in Derby means that Service Director posts as well as Strategic Director posts and the Chief Executive are covered by the statement. The Act does not however apply to local authority schools.

4.3 The statement must include the definition of 'lowest-paid employees' and reasons for adopting that definition. It must also include the council's policies on the remuneration of chief officers relating to:

- the level and elements of remuneration
- remuneration on recruitment
- increases and additions to remuneration
- the use of performance-related pay
- the use of bonuses
- the approach to payments when employment is ceased
- the publication of and access to this information

4.4 The statement may also include other terms and conditions of chief officers.

4.5 Once approved the statement must be complied with when the council sets its terms and conditions for chief officers. The statement can be changed during the year but only by Council.

<b>OTHER OPTIONS CONSIDERED</b>
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5.1 No other options have been considered.

**This report has been approved by the following officers:**

<b>Legal officer</b>	Janie Berry, Director of Governance
<b>Financial officer</b>	N/A
<b>Human Resources officer</b>	N/A
<b>Service Director(s)</b>	N/A
<b>Other(s)</b>	N/A

  

<b>For more information contact:</b>	Janie Berry 01332 643616 e-mail <a href="mailto:janie.berry@derby.gov.uk">janie.berry@derby.gov.uk</a>
<b>Background papers:</b>	None
<b>List of appendices:</b>	Appendix 1 – Implications Appendix 2 - Draft Pay Policy Statement 2016/7

<b>IMPLICATIONS</b>
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**Financial and Value for Money**

- 1.1 The Pay Policy sets out current remuneration arrangements for senior managers in the Council.

**Legal**

- 2.1 The Pay Policy has been prepared in line with the requirements of the Localism Act 2011 and Guidance prepared by the Department of Local Government and Communities.

**Personnel**

- 3.1 The Pay Policy sets out the Council's remuneration arrangements to support recruitment and retention of skilled and motivated senior managers responsible for managing excellent services and delivery of the Council's strategic objectives.

**IT**

- 4.1 None.

**Equalities Impact**

- 5.1 The Pay Policy has been prepared mindful of relevant legislation on equality and diversity.

**Health and Safety**

- 6.1 None arising directly.

**Environmental Sustainability**

- 7.1 None arising directly.

**Property and Asset Management**

- 8.1 None arising directly.

**Risk Management and Safeguarding**

- 9.1 None arising directly.

**Corporate objectives and priorities for change**

- 10.1 None arising directly.