

Bolsover District Council

Council

2 March 2016

Draft Pay Policy Statement 2016/17

Report of Joint Assistant Director HR & Payroll

This report is public

Purpose of the Report

- To ask Council to consider and approve for publication the draft Pay Policy Statement attached at **Appendix One**.
- To ask Council to agree that when confirmation is received about the national pay award for Chief Executives, any updates to the Pay Policy Statement which relate to the Chief Executive's salary during the 2016/17 financial year can be made without further reference to Council.

1 Report Details

- 1.1 The first Pay Policy Statement was produced in 2012 for Bolsover District Council, and this is updated annually, taking account of available guidance.
- 1.2 The Pay Policy Statement for the Council has now been reviewed and updated for 2016/17.
- 1.3 The information contained within the original Pay Policy Statement was collated from a variety of different sources, but there was no new information that had not been through an appropriate process of approval at the Council.
- 1.4 Whilst some guidance was provided on the nature of the information that should be contained within the Pay Policy Statement, much was left to individual Councils in terms of style and content.
- 1.5 Final agreement has not yet been reached about the national pay award and so the figures shown are as last year until we receive confirmation of any increases. It is anticipated there will be a 1% pay award effective from 1 April 2016. Council is asked to agree that the figures in the Pay Policy can be updated without further reference to this meeting when such confirmation has been received.
- 1.6 A few amendments have been made to update the document and these are shown in the attached appendix as tracked changes.
- 1.7 Attached at Appendix One is a copy of the draft Pay Policy Statement for the Council for the year beginning 1 April 2016, showing tracked changes.

2 Conclusions and Reasons for Recommendation

- 2.1 Under the Localism Act 2011 the Council is required to publish a pay policy statement, with particular reference to the pay of its chief officers and its lowest paid employees.

3 Consultation and Equality Impact

- 3.1 None arising from the report.

4 Alternative Options and Reasons for Rejection

- 4.1 N/A

5 Implications

5.1 Finance and Risk Implications

None arising from the report.

5.2 Legal Implications including Data Protection

'Relevant authorities' as defined by the Localism Act 2011 are required to prepare a pay policy statement for each financial year. This statement must set out an authority's approach to a range of issues relating to the pay of its workforce, particularly its chief officers and its lowest paid employees.

An authority's pay policy statement must be published on the authority's website, and in any other manner that the authority thinks appropriate, in order to be accessible for citizens and enable local taxpayers to take an informed view of whether local decisions on all aspects of remuneration are fair and make best use of public funds.

5.3 Human Resources Implications

None arising from the report.

6 Recommendations

- 6.1 That Council consider and approve for publication the draft Pay Policy Statement 2016/17 attached at Appendix One.
- 6.2 That Council agree that when confirmation is received about the national pay award any updates to the Pay Policy Statement which relate to salary changes as a result of a national pay award during the 2016/17 financial year can be made without further reference to Council.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	

8 Document Information

Appendix No	Title
1	Pay Policy Statement 2016/17
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
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