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# **Pay Policy Statement**

## **Report by the Corporate Team Manager**

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### **1. INTRODUCTION**

- 1.1 The Localism Act 2011 requires each local authority to produce a Pay Policy Statement for 2012/13 and for each financial year after that. The Statement must be agreed by full Council by 31st March 2012. It must set out the authority's policies relating to the remuneration of its chief officers, the remuneration of its lowest-paid employees and the relationship between the remuneration of chief officers and of other employees.
- 1.2 The Statement must include policies on chief officers' remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency.

### **2. PAY POLICY STATEMENT FOR 2012/13**

- 2.1 The Pay Policy Statement attached at Appendix A sets out the Council's current policies and standard practices and should satisfy the requirements of the Localism Act 2011. Much of the information required is already published by the Council on its website.
- 2.2 Once adopted, the Pay Policy Statement will be publicised on the Council's website along with the data on senior salaries that is already published under the Code of Recommended Practice for Local Authorities on Data Transparency 2011.
- 2.3 A draft version of the Statement was shared with Employment Panel.

### **3. RECOMMENDATIONS**

- 3.1 **The Council are asked to approve the Pay Policy Statement for 2012/13.**

### **BACKGROUND INFORMATION**

[Localism Act 2011](#) and [draft guidance under section 40 of the Localism Act](#)

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