
Pay Policy Statement

Report by the Corporate Team Manager

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 2013. 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 2013/14

- 2.1 The Pay Policy Statement attached 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 There are several pieces of work underway at the time of preparing this report which will have an impact on the content. It will therefore be necessary to issue a revised Pay Policy Statement later in the year. The specific areas are:
- ◆ Review of Pay and Grading Framework for HDC employees.
 - ◆ Review of the Information and Consultation arrangements.
 - ◆ Restructure of the senior leadership team.

3. RECOMMENDATION

- 3.1 **The Council are asked to approve the enclosed Pay Policy Statement for 2013/14.**

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