

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Pay Policy
Meeting/Date: Council - 26th February 2014
Executive Portfolio: Councillor J D Ablewhite, Executive Leader
Report by: LGSS HR Business Partner

1. INTRODUCTION

The Localism Act (Section 38 and 39) requires Huntingdonshire District Council to approve a pay policy statement by the 31st March for the coming financial year. LGSS prepare this on behalf of Huntingdonshire District Council and this is usually presented to Employment Panel and Council prior to the start of the financial year.

2. BACKGROUND

A pay policy statement was drafted and submitted to the Employment Panel on 12th February 2014. However, due to the proposed implementation of the Pay Review in April, the policy referred to a pay model and allowances that will be significantly changed or withdrawn from 1 April. In these circumstances, the Chief Officers' Management Team is of the view that the policy should be held in abeyance pending the outcome of staff appeals (on the outcome of the review) and until such time as the Pay Policy Statement can be redrafted to more accurately reflect the new pay model which will then be fixed and ready for implementation. It is, therefore, proposed that a copy of the finalised statement be issued to all Members of the Council via email prior to 1st April 2014.

3. RECOMMENDATION

Accordingly, the Council is **recommended to authorise the Managing Director and Head of Paid Service to communicate and publish the Pay Policy Statement 2014/15 by 1 April 2014 to ensure that the information published contains the final pay model and reward strategy for 2014 whilst also satisfying the requirements of the Localism Act 2011.**

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