

Pay Policy Statement – Financial Year 2017/18

Council 22 March 2017

Report Author **Madeline Homer, Head of Paid Service**

Portfolio Holder **Cllr Derek Crow-Brown – Corporate Governance Services**

Status **For Decision**

Classification: **Unrestricted**

Ward: **All Wards**

Executive Summary:

This Pay Policy Statement sets out the council's approach to pay in accordance with the requirements of section 38 of the Localism Act 2011. The purpose of the statement is to provide transparency with regard to the council's approach to setting the pay of its employees. This paper presents the Pay Policy Statement to cover the financial year 2017/18.

The Localism Act 2011 requires that the Pay Policy Statement must be approved by resolution of the Council by 31st March 2017 and then published soon after.

Recommendation(s):

Approve the Pay Policy Statement for 2017/18 as set out in Annex 1, after which it will be published.

CORPORATE IMPLICATIONS

Financial and Value for Money	Budget relating to staff pay is agreed through appropriate authority procedures and is within current budget.
Legal	The Pay Policy Statement 2017/18 must be approved by resolution of the Council by end of 31 March 2017 to ensure compliance with the Localism Act 2011.
Corporate	The Pay Policy Statement supports the council's objective of transparency, ensures compliance with statutory legislation and provides direction for members and officers making decisions on pay.
Equalities Act 2010 & Public Sector Equality Duty	In determining pay and remuneration for all of its employees, the council will comply with all relevant employment legislation. This includes the Equality Act 2010 and the Public Sector Equality Duty.

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CORPORATE PRIORITIES (tick those relevant)✓	
A clean and welcoming Environment	
Promoting inward investment and job creation	
Supporting neighbourhoods	

CORPORATE VALUES (tick those relevant)✓	
Delivering value for money	✓
Supporting the Workforce	✓
Promoting open communications	

1.0 Introduction and Background

- 1.1 Section 38 of the Localism Act 2011 requires the council to produce and publish a Pay Policy statement for each financial year.
- 1.2 The Pay Policy Statement ensures transparency with regard to the council's approach to setting the pay of all its employees by identifying:
- the methods by which salaries of all employees are determined;
 - the detail and level of remuneration of its most senior staff i.e. 'chief officers', as defined by the relevant legislation;
 - the relationship between
 - the remuneration of its Chief Officers and
 - the remuneration of its employees who are not Chief Officers
- 1.3 The Pay Policy Statement provides direction to members and officers making detailed decisions on pay, providing a clear statement of the principles underpinning decisions on the use of public funds.

2.0 The Current Situation

- 2.1 In accordance with the Localism Act 2011, the council is required to prepare and approve a Pay Policy Statement before the end of 31 March immediately preceding the financial year to which it relates, in this case for 2017/18
- 2.2 The councils Pay Policy Statement 2017/18 must be approved by resolution of the Council before it comes into force.
- 2.3 During 2016/17 there have been no significant changes to the pay policy statement and therefore the pay policy statement 2017/18 reflects only an update to that which was published for 2016/17.
- 2.4 The pay policy statement 2017/18 is attached at annex 1 and details the council's approach to setting the pay of its employees.

3.0 Next Steps

- 3.1 Once approved the Pay Policy Statement 2017/18 will be published on the council's website, outlining the council's approach to paying all staff.

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Reporting to:	Madeline Homer, Chief Executive

Annex List

<i>Annex 1</i>	Thanet District Council, Pay Policy Statement 2017/18
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Background Papers

Title	Details of where to access copy
<i>None</i>	

Corporate Consultation

Finance	Tim Willis, Director of Corporate Resources and S151 Officer
Legal	Tim Howes, Director of Corporate Governance and Monitoring Officer