

# Council Report



Listening Learning Leading

Report of Head of HR, IT and Customer Services

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To: Council

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## AGENDA ITEM 11

## Pay policy statement 2012-13

### Recommendation

That Council approve the attached statement of pay policy for 2012-13.

### Purpose of report

1. The Localism Act 2011 requires the council to produce and publish annually a pay policy statement, starting in 2012. By approving the attached statement the council will discharge this new responsibility.

### Background

2. The purpose of the pay policy statement is to promote transparency on public sector pay, particularly in relation to remuneration of senior officers. Comparisons are also made with the remuneration of the lowest paid employees and with average salaries.
3. The pay policy statement must be approved by 31 March each year, by a meeting of the full council. The pay policy statement may be amended during the year by further resolution of the council.
4. Once approved, the pay policy statement must be published on the council website and by any other means that the council sees fit.
5. Because officers of each council are placed at the disposal of the other and their costs are shared, the pay policy statement attached has been drafted jointly with Vale of White Horse District Council.

### Review of pay and grading

6. The council has undertaken to introduce a harmonised pay and grading system with Vale of White Horse District Council, by 31 March 2013. We therefore anticipate that next year's pay policy statement will include a description of the outcomes of this review of pay and grading.

## **Recommendation**

7. Council is asked to approve the pay policy statement for 2012-13.

## **Background papers**

None