

NAME OF COMMITTEE	Full Council
DATE	23 rd February 2012
REPORT TITLE	Senior Pay Policy Statement 2012/2013
Report of	Personnel Manager
WARDS AFFECTED	All

Summary of report:

The purpose of this report is to set out the Council's statutory obligation to adopt a senior pay policy statement in accordance with the provisions of the Localism Act.

Financial implications:

There are no financial implications as a result of this report.

RECOMMENDATIONS:

That the Council RESOLVES to adopt the attached senior pay policy statement for 2012/2013

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1. BACKGROUND

- 1.1 Section 38 (1) of the Localism Act 2011 requires local authorities in England and Wales to produce a statutory senior pay policy statement for 2012/2013 and each financial year thereafter.
- 1.2 The pay policy statement must be approved by a resolution of the Council before it comes into force and each subsequent statement must be prepared and approved before the end of the 31 March immediately preceding the financial year to which it relates

2. ISSUES FOR CONSIDERATION

- 2.1 A draft senior pay policy statement is attached at Appendix A for consideration.
- 2.2 Under the terms of the statement, the Leader of Council will take independent pay advice from South West Councils or a similar body and make a recommendation on the level of remuneration for senior officers that will be subject to the approval of the Full Council.

3. LEGAL IMPLICATIONS

3.1 The adoption of a senior pay policy statement is necessary to meet the Council's statutory obligations under the provisions of s. 38 of the Localism Act 2011.

4. FINANCIAL IMPLICATIONS

4.1 There are no financial implications arising from the adoption of the senior pay policy statement

5. RISK MANAGEMENT

5.1 The risk management implications are:

Opportunities	Benefits
To meet the provisions of the Localism Act To give Members a greater say in the setting of senior officers level of remuneration	A transparent and accountable pay policy for senior officers
Issues/Obstacles/Threats	Control measures/mitigation

Corporate priorities engaged:	Community Life
Statutory powers:	S38 (1) Localism Act 2011
Considerations of equality and human rights:	There are no equality or human rights considerations
Biodiversity considerations:	There are no biodiversity considerations
Sustainability considerations:	There are no sustainability considerations
Crime and disorder implications:	There are no crime and disorder considerations
Background papers:	Localism Act: Pay policy statements guidance for local authority chief executives: LGA and SOLACE; 25/11/2011
Appendices attached:	Senior Pay Policy Statement