

<b>NAME OF COMMITTEE</b>	<b>Council</b>
<b>DATE</b>	<b>13 February 2014</b>
<b>REPORT TITLE</b>	<b>Pay Policy Statement 2014/15</b>
<b>Report of</b>	<b>Personnel Manager</b>
<b>WARDS AFFECTED</b>	<b>All</b>

---

**Summary of report:**

The purpose of this report is to set out the Council's statutory obligation to adopt a 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 pay policy statement for 2014/15.**

**Officer contact:**

*Andy Wilson*

[Andy.wilson@swdevon.gov.uk](mailto:Andy.wilson@swdevon.gov.uk)

01803 861154

---

**1. BACKGROUND**

1.1. Section 38 of the Localism Act 2011 requires local authorities in England and Wales to produce and publish a statutory pay policy statement for 2012/2013 and each financial year thereafter. Once approved, the policy will be published on the Council's website.

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 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 as and when levels of remuneration are reviewed.

### 3. LEGAL IMPLICATIONS

3.1. The adoption of a pay policy statement is necessary to meet the Council's statutory obligations under the provisions of s. 38-43 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:

<b>Opportunities</b>	<b>Benefits</b>
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
<b>Issues/Obstacles/Threats</b>	<b>Control measures/mitigation</b>

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