

**PAY POLICY STATEMENT 2017/18**

Relevant Portfolio Holder	Cllr Denaro
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deb Poole, Head of Transformation and Economic Development
Ward(s) Affected	n/a
Ward Councillor(s) Consulted	n/a

**1. SUMMARY OF PROPOSALS**

To enable Members to approve the Pay Policy for 2017/18

**2. RECOMMENDATIONS**

**The Committee is asked to RECOMMEND to Council that  
the Pay Policy as detailed in Appendix 1 to the report be approved.**

**3. KEY ISSUES**

- 3.1 The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31<sup>st</sup> March each year for the subsequent financial year. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
  - (b) The remuneration of its lowest-paid employees, and
  - (c) The relationship between-
    - (i) The remuneration of its chief officers, and
    - (ii) The remuneration of its employees who are not chief officers.
- The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

**Financial Implications**

- 3.2 All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

**Legal Implications**

- 3.3 These are already included in the report

**Service / Operational Implications**

- 3.4 There are no implications in relation to this report

**Customer / Equalities and Diversity Implications**

- 3.5 There are no implications in relation to this report

**4. RISK MANAGEMENT**

There are no implications in relation to this report

**5. APPENDICES**

Appendix 1 - Pay Policy 2017/18

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