

Open Report on behalf of Debbie Barnes, Executive Director for Children's Services

Report to:	County Council
Date:	19 February 2016
Subject:	Pay Policy Statement

Summary:

The Localism Act 2011 requires all local authorities to agree pay policy statements, which are compliant with the provisions of the Act, annually at a Full Council meeting and then subsequently to publish them.

The Council is requested to note that the pay scales for the majority of employees determined by national agreements remain the same as in the 2015-16 Pay Policy Statement, as national pay negotiations for 2016-17 are still ongoing.

Recommendation(s):

The recommendation of the Pay Policy Sub-Committee is that Full Council agrees the Pay Policy Statement at Appendix A.

1. Background

The requirements for Councils formally to adopt Pay Policy Statements was introduced in the Localism Act 2011, followed by guidance from DCLG. In line with this guidance it is considered for the Pay-Policy Sub-Committee to consider the Statement before it is presented to Full Council for approval. The Statement itself has been prepared in line with the requirements of the legislation and the best practice put forward in the guidance.

2. Conclusion

The Pay Policy Statement sets out the County Council's policy on pay and conditions for senior managers and employees (excluding operational fire fighters and schools based employees). This ensures the Council has a fair and transparent approach to these matters.

3. Legal Comments:

By publishing the Council's Pay Policy annually ensures compliance with the Localism Act 2011.

4. Resource Comments:

This Policy ensures that all senior managers and employees are treated fairly and transparently.

5. Consultation

a) Has Local Member Been Consulted?

n/a

b) Has Executive Councillor Been Consulted?

Yes

c) Scrutiny Comments

The approval of the Pay Policy Statement is a decision for Full Council to make under the legislation and is accordingly not subject to call-in.

d) Policy Proofing Actions Required

n/a

6. Appendices

These are listed below and attached at the back of the report	
Appendix A	Pay Policy Statement

7. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Fiona Thompson, who can be contacted on 01522 552207 or fiona.thompson@lincolnshire.gov.uk