

Open Report on behalf of Debbie Barnes, Executive Director with responsibility for People Management

Report to:	Pay Policy Sub Committee
Date:	11 February 2015
Subject:	Pay Policy Statement 2015-16

Summary:

The Localism Act 2011 requires all local authorities to agree on an annual basis, pay policy statements, which are compliant with the provisions of the Act, and then subsequently to publish them.

The Sub-Committee is requested to note that the policy has been updated to reflect:

the national pay award in 2014-15 for grades 1 - 16 and for Chief Officers
the revised senior leadership pay bands
the changes negotiated through the Collective Agreement on Pay and Reward which take effect from 1st April 2015

Recommendation(s):

To agree the Pay Policy Statement in Appendix A.

Background

The requirement 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 good practice for this 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.

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 that the Council has a fair and transparent approach to these matters.

Consultation

a) Policy Proofing Actions Required

N/A

Appendices

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

Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
http://www.lincolnshire.gov.uk/jobs/manuals/employment_manual	

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