

Statutory Pay Policy Statement for Chief Officers 2017 - 18

Executive Portfolio Holder: Ric Pallister, Leader of the Council,
Chief Executive: Alex Parmley, Chief Executive & Head of Paid Service
Director: Ian Clarke, Director Support Services
Service Manager: Mike Holliday, HR Manager
Contact Details: mike.holliday@southsomerset.gov.uk or (01935) 462161

Purpose of the Report

A Pay Policy Statement for Chief Officers is required under Section 38 (1) of Localism Act 2011. This requires local authorities to prepare, approve and publish an annual statutory pay policy statement by 31st March each year.

Public Interest

The pay policy statement sets out what chief officer and their deputies are entitled to in terms of their pay and other benefits. It has to be approved by the elected members at full council each year and in addition has to be published on the public website. It is part of the drive towards greater transparency and accountability.

Recommendation

That Council consider and approve the proposed Statutory Pay Policy Statement for publication.

Background

Section 38 of the Localism Act requires public authorities to prepare and approve pay policy statements to cover its chief officers and deputies on an annual basis. The posts that are covered by the statement are defined in the Act.

The factors that must be addressed in the pay policy are set out in the Localism Act and are as follows:

- A local authority's policy on the level and elements of remuneration for each chief officer.
- A local authority's policy on the remuneration of its lowest paid employees (together with its definition of 'lowest paid employees' and its reason for adopting that definition)
- A local authority's policy on the relationship between the remuneration of its chief officers and other officers
- A local authority's policy on other specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance related pay and bonuses, termination payments, and transparency.

The ongoing requirements in relation to the pay policy statement are:

- It must be approved formally at a council meeting itself.
- Must be approved by the end of March each year.
- Can be amended in-year with full council approval.
- Must be published on the authority's website.
- Must be complied with when the authority sets the terms and conditions for a chief officer.

The legislation is part of the drive to ensure there is transparency and accountability in the way that the pay of chief officers in public authorities are determined and administered.

Financial Implications

There are no direct financial implications resulting from the Pay Policy Statement for Chief Officers.

Corporate Priority Implications

The recommendation will support decision making in the financial interests of the Council.

Carbon Emissions and Climate Change Implications

There is no impact resulting from the recommendations of this report.

Equality and Diversity Implications

The principles of equal pay have been fully considered in the production of this statement.
