

# Council Report

Report of Head of HR, IT and Customer Services

Author: Andrew Down

Telephone: 01235 540372

E-mail: andrew.down@southandvale.gov.uk

To: Council

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## Pay policy statement 2013-14

### Recommendation

That Council approve the attached statement of pay policy for 2013-14.

### Purpose of report

1. The Localism Act 2011 requires the council to produce and publish annually a pay policy statement. By approving the attached statement the council will discharge this responsibility.

### Background

2. The purpose of the pay policy statement is to promote transparency on public sector pay, particularly in relation to remuneration of senior officers. Comparisons are also made with the remuneration of the lowest paid employees and with average salaries.
3. The pay policy statement must be approved by 31 March each year, by a meeting of the full council. The pay policy statement may be amended during the year by further resolution of the council.
4. Once approved, the pay policy statement must be published on the council website and by any other means that the council sees fit.
5. Because officers of each council are placed at the disposal of the other and their costs are shared, the pay policy statement attached has been drafted jointly with South Oxfordshire District Council.

### Review of pay and grading

6. Fulfilling its commitment made to employees in 2010, the council is to introduce a harmonised pay and grading system with South Oxfordshire District Council, to take effect from 1 April 2013.

7. Employees of both councils will share a common set of pay scales, ensuring fair treatment across the two authorities.
8. In practice, pay harmonisation has taken effect incrementally over the past three years, as teams have reviewed their structures, and this final step to achieve full harmonisation is a relatively small one. The costs are included within the proposed 2013-14 budgets.

### **Recommendation**

9. Council is asked to approve the pay policy statement for 2013-14.

### **Background papers**

None