

# 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 2014-15

### Recommendation

That Council approve the attached statement of pay policy for 2014-15.

### 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.
6. Fulfilling its commitment made to employees in 2010, the council successfully introduced a harmonised pay and grading system with South Oxfordshire District Council, which took effect from 1 April 2013.

### Recommendation

7. Council is asked to approve the pay policy statement for 2014-15.

**Background papers:** None

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