

# APPENDIX H

## WAVERLEY BOROUGH COUNCIL

EXECUTIVE – 7 FEBRUARY 2012

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**Title:**

**ANNUAL PAY POLICY STATEMENT**

**[Portfolio Holder: Cllr Mike Band]**

**[Wards Affected: N/A]**

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**Summary and purpose:**

The purpose of this report is to advise Members of the Annual Pay Policy Statement required by the Localism Act 2011.

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**How this report relates to the Council's Corporate Priorities:**

**Value for Money:** The pay policy supports Waverley's strategic aim to ensure that the Council is equipped to provide excellent services to local people and strong community leadership by creating a high performing staff team and operating first class policies and practices.

**Equality and Diversity Implications:**

In line with the Government's principles of pay accountability set out in the Localism Act 2011, Waverley has an open and transparent approach to staff salaries and payments. The current salary structure was agreed by full Council in December 2010 after consultation with staff representatives through our Joint Negotiating Committee.

**Environment and Climate Change Implications:**

There are no implications that this report might have on the environment (natural resources, biodiversity, pollution), climate related emissions and Waverley's overall carbon footprint.

**Resource/Value for Money Implications:**

The Pay Policy will support the strategic aim to ensure that all spending delivers value for money.

**Legal Implications:**

The policy meets the requirements of the relevant legislation.

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## **Introduction and Background**

1. Under the Localism Act, which will come into force in April 2012, all public authorities must publish Annual Pay Policy Statements. The Pay Policy at Annexe 1 will be published on Waverley's website.

## **Recommendation**

It is recommended that the above Pay Policy be approved and recommended to the Council for adoption.

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## **Background Papers**

There are no background papers (as defined by Section 100D(5) of the Local Government Act 1972) relating to this report.

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