

WAVERLEY BOROUGH COUNCIL

EXECUTIVE - 5 FEBRUARY 2013

Title:

ANNUAL PAY POLICY STATEMENT

[Portfolio Holder: Cllr Mike Band]

[Wards Affected: N/A]

Summary and purpose:

The purpose of this report is to advise Members of the Annual Pay Policy Statement for 2013-14.

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 (JNC). The next JNC is meeting on 25.01.13 and the Pay Policy Statement will be further updated, if required, after this date.

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.

Financial Implications:

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

Legal Implications:

The policy meets the requirements of the relevant legislation.

Background

1. Under the Localism Act which came into force in April 2012, all public authorities must publish Annual Pay Policy Statements.

2. In accordance with the requirements of the Act, Waverley published its first Annual Pay Policy Statement in 2012. Full Council is required to adopt the Annual Pay Policy Statement each year and the Council is not legally permitted to depart from the policies set out in that statement when it considers actual decisions in relation to individuals' remuneration, including redundancy and/or severance.
3. The Pay Policy Statement at Annexe 1 has been updated for 2013-14 and will be published on Waverley's website.

Amendments

4. The Pay Policy Statement for 2013-14 has been updated as follows:
 1. The following sentence has been added to the policy to allow the Council greater flexibility regarding recruitment:
'In exceptional circumstances, where salary benchmarking and recruitment experience demonstrates the impact of salary competitiveness on the ability to recruit suitably qualified staff, the Corporate Management Team may authorise recruitment to a higher point within the grade.'
 2. The following sentences have also been added to allow the Council greater flexibility regarding termination payments if required:
'In accordance with this policy, in exceptional circumstances, the Council may decide to make a one-off termination payment in the interests of the efficiency of the Council's services. This will normally be no more than the person concerned would have received under the redundancy policy.'
 3. The ratio between the highest paid employee and the median average earning across the organisation should be published, but is not required to be included in the pay policy statement. This information has therefore been removed and will be included in the Management Salary information included on the website.
 4. In line with the Guidance on Openness and Accountability in Local Pay the Pay Policy Statement has been updated to include reference to additional fees paid to chief officers for local election duties and to include the fact that Waverley does not employ any staff through personal service companies, ie no arrangements exist which could be perceived as seeking to minimise tax payments.
 5. Information detailing remuneration elements and amounts paid throughout the year is not required by the Guidance and has been removed.
 6. The appendices have been updated to reflect Waverley's pay scales from 1 January 2012 and current rates for travel and subsistence.

Recommendation

It is recommended that the Annual Pay Policy Statement for 2013-14 be recommended to the Council for adoption.

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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