

ITEM 13 – APPENDIX H

WAVERLEY BOROUGH COUNCIL EXECUTIVE – 3RD DECEMBER 2013

Title:

ANNUAL PAY POLICY STATEMENT 2013 (AMENDED NOVEMBER 2013)

[Portfolio Holder: Cllr Mike Band]

[Wards Affected: All]

Summary and purpose:

The purpose of this report is to advise Members of amendments that have been made to the Annual Pay Policy Statement 2013 to reflect:-

1. The new Professional Planners Salary Scale, agreed by Council on 15 October 2013.
2. The Department for Communities and Local Government supplementary guidance, which was issued after Council had approved the pay policy statement on 5 February 2013.

Amendments to reflect the proposed senior management restructure will be incorporated into the Annual Pay Policy Statement 2014 which will be presented to Council for approval in February 2014.

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 operation first class policies and practices.

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 Localism Act 2011 and all other relevant legislation.

Introduction

The main points of the supplementary guidance are as follows:

1. That pay policy statements are set out clearly, that they fully address all the requirements of the Localism Act 2011 and accompanying guidance, and are accessible.

2. That full Council should be given the opportunity to vote on salary packages of £100,000 or more and that this should be made clear in the pay policy statement.
3. That full Council should be given the opportunity to vote on severance payments over £100,000, with a detailed breakdown of the components of the package (for example pay in lieu of notice, redundancy, pension, outstanding holiday entitlement) provided to Councillors.
4. Waverley's pay policy statement already meets the first requirement in point 1 and has been amended to reflect the requirements set out in points 2 and 3.
5. The pay policy statement has also been amended to reflect the Professional Planners Salary Scale, approved by Council on 15 October 2013, and to reflect that the April 2013 pay award and incorporation of the UK Living Wage was agreed by Council in February 2013. This was referred to in the original statement as a recommendation to Council.
6. The appendices have also been updated to reflect these amendments.
7. The amendments are shown as tracked changes.

Recommendation

That the Executive recommends to Council the approval of the amendments to the Annual Pay Policy Statement for 2013-14.

Background Papers

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

CONTACT OFFICER:

Name: Jenny Deaves

Telephone: 01483 523380

E-mail: jenny.deaves@waverley.gov.uk