

WAVERLEY BOROUGH COUNCIL

EXECUTIVE

5 FEBRUARY 2019

Title:

ANNUAL PAY POLICY STATEMENT 2019/20

**[Portfolio Holder: Cllr Julia Potts]
[Wards Affected: All]**

Summary and purpose:

The purpose of this report is to advise members of the Annual Pay Policy Statement for 2019/20.

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

This report relates to all three strategic priority themes: People, Place and Prosperity. The Council's Corporate Strategy 2018-2023 recognises that 'professional and qualified staff are key to delivering effective and efficient services'. The publication of the pay policy, as well as being a legislative requirement, is part of the Council's approach to ensuring it has effective and transparent remuneration arrangements in place.

Financial Implications:

The pay arrangements set out within the policy statement are reflected in the Council's Annual Budget.

Legal Implications:

The policy meets the requirements of the Localism Act 2011 and all other relevant legislation.

Introduction

1. The Localism Act 2011 requires all public authorities to publish Annual Pay Policy Statements.
2. The 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 Annual Pay Policy Statement for 2019/20 has been updated in line with the requirements of the Localism Act 2011, resulting in minimal adjustment from last year and the amendments are shown as tracked changes.

Recommendation

That the Executive recommends to Council that the Annual Pay Policy Statement for 2019/20 be adopted.

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: Katy Meakin
HR Manager

Telephone: 01483 523 499

E-mail: katy.meakin@waverley.gov.uk