

**WAVERLEY BOROUGH COUNCIL**

**EXECUTIVE – 02/02/2016**

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**Title:**

**ANNUAL PAY POLICY STATEMENT 2016/17**

**[Portfolio Holder: Cllr Robert Knowles]  
[Wards Affected: All]**

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**Summary and purpose:**

The purpose of this report is to advise Members of the Annual Pay Policy Statement for 2016-17.

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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.

**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.

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**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 2016-17 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**

It is recommended that the Annual Pay Policy Statement for 2016-17 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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