



<b>REPORT OF:</b>	HEAD OF HR, LEISURE AND HOUSING
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<b>TO:</b>	COUNCIL
<b>DATE:</b>	9TH FEBRUARY 2012

<b>AGENDA ITEM NO:</b>	11	<b>WARD(S) AFFECTED:</b>	N/A
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<b>SUBJECT:</b>	PAY POLICY STATEMENT
<b>RECOMMENDATIONS:</b> <b>That the attached Pay Policy Statement for 2012/13 be approved.</b>	
<b>SUMMARY</b> 1. The Localism Act 2011 sets out a requirement for councils to annually outline and publish a Pay Policy Statement.	

### STATUTORY POWERS

1. The Localism Act received Royal Assent on 15th November 2011.
2. Chapter 8 of the Act refers to 'Pay Accountability' and sets out the requirements for councils to determine and publish annual pay policy statements.

### ISSUES

3. The pay policy statement must be approved by the Authority in advance of the financial year to which it relates.
4. The first pay policy statement must be prepared for 2012/13 and be approved and published by 31 March 2012. The authority must publish the statement on its website and may choose to expand the publication in other ways as part of its approach towards transparency.
5. The pay policy statement must set out an Authority's policies relating to;
  - Chief Officer remuneration,
  - Remuneration of its lowest paid employees plus the definition used for this group and the reason for adopting that definition,
  - The relationship between chief officer remuneration and that of other staff

6. The definition of chief officers is not limited to Heads of Paid Service or statutory chief officers. It also includes those who report directly to them (non-statutory chief officers).

#### **LEGAL IMPLICATIONS**

7. The legal position as set out in the report is confirmed.

#### **FINANCIAL IMPLICATIONS**

8. There are no financial implications as a result of the policy statement which purely outlines existing arrangements.

Background Papers: Localism Act 2011 Chapter 8