

12TH MARCH 2015

REPORT OF THE LEADER OF THE COUNCIL

2015 PAY POLICY

EXEMPT INFORMATION

No

PURPOSE

This report details Tamworth Borough Council's Pay Policy Statement so that statutory guidance as set out in S38 of the Localism Act is adhered to.

RECOMMENDATIONS

That the committee approve the Pay Policy Statement to go forward to Cabinet and full Council for formal adoption in line with the Localism Act 2011.

That the Leader recommend to full council that the Chief Executive's Pay is increased by 2% from 1st January 2015 in line with all other Chief Officer grades.

EXECUTIVE SUMMARY

Under section 112 of the Local Government Act 1972, the Council has the "power to appoint officers on such reasonable terms and conditions as authority thinks fit". This Pay Policy Statement (the 'statement') sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees by identifying;

- the methods by which salaries of all TBC employees are determined;
- the detail and level of remuneration of TBC's most senior staff i.e. 'chief officers', as defined by the relevant legislation;
- the Committees responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.

Once approved by full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time

Following recent National Joint Council (NJC for all employees) and Joint Negotiating Committee (JNC for chief officers) a pay settlement has been reached from 1st January 2015 to 31st March 2016.

The Leader has discretion to determine that the pay settlement will also apply to the Chief Executive pay band as to all other staff. And the recommendation of this report is that the 2% increase will also apply to the Chief Executive pay band from 1st January 2015. This will also impact on the responsibility allowance payable to the Deputy Chief Executive.

RESOURCE IMPLICATIONS

There are no resource implications associated with this report. All pay is accounted for with the Council Budget.

LEGAL/RISK IMPLICATIONS BACKGROUND

Section 38 of the Localism Act must be complied with by 1st April 2015. Therefore, so as to minimise risk this report must be approved by full Council before that date

SUSTAINABILITY IMPLICATIONS

BACKGROUND INFORMATION

The Council's first pay policy was introduced in 2012 and has been updated annually.

REPORT AUTHOR

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LIST OF BACKGROUND PAPERS

Pay Policy 2014

APPENDICES

Appendix 1 Pay Policy 2015

Appendix2 NJC Circular

Appendix 3 JNC Circular

Appendix 4 TBC Pay rates and bands 2015