

TUESDAY, 15 MARCH 2016

### REPORT OF THE LEADER OF THE COUNCIL

#### PAY POLICY 2016

##### **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. It also includes data sets required to be published under the Local Authorities (Data Transparency) Code 2015.

##### **RECOMMENDATIONS**

**That Council approve the Pay Policy Statement for formal adoption in line with the Localism Act 2011**

##### **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' set out at Appendix1) 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. Also within this report is the organisation structure (Appendix 2) required to be published under the Local government Transparency code 2015.

Discussions are ongoing at a national level to reach an agreed pay settlement for 2016 to 2018. Proposals have been put forward by the National Joint Council (NJC for all employees) and Joint Negotiating Committee (JNC for chief officers) for 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018. Trade unions are currently considering these proposals and we await confirmation of when a settlement is agreed. Any such settlement will be applied to our Pay rates and bands (Appendix 3). In any event the introduction of the National Minimum Wage of £7.20 from the 1<sup>st</sup> April 2016 will impact the lower grades within our existing pay structure. A review will be carried out following the National agreement to assess the impact of the National Minimum Wage on the Spinal Column.

##### **OPTIONS CONSIDERED**

n/a

## **RESOURCE IMPLICATIONS**

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

## **LEGAL/RISK IMPLICATIONS BACKGROUND**

Section 38 of the Localism Act must be complied with by 1<sup>st</sup> April 2016. Therefore, so as to minimise risk this report must be approved by full Council before that date.

Local Authorities (Data Transparency) Code 2015 also requires the publication of key data sets including; organisation chart, senior salaries, the pay multiple, and trade union facility time.

## **SUSTAINABILITY IMPLICATIONS**

None

## **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

Pay Policy 2015

## **APPENDICES**

Appendix 1 Pay Policy 2016

Appendix 2 Organisation chart

Appendix 3 TBC Pay rates and bands 2016