

REPORT OF THE LEADER OF THE COUNCIL

PAY POLICY REPORT 2017

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 Pay Policy 2017 is formally approved by Full Council for adoption and publication 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 effect from 1st April and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

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, current salaries are budgeted at £11,425,920 for 2016/17.

LEGAL/RISK IMPLICATIONS BACKGROUND

Section 38 of the Localism Act must be complied with by 1st April 2017. Therefore, so as to minimise risk this report must be approved by full Council before that date.

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

Pay Policy 2016

APPENDICES

Appendix 1 Pay Policy 2017

Appendix 2 TBC Pay rates and bands 2017