

## COUNCIL

TUESDAY 22<sup>ND</sup> MAY 2018

### REPORT OF THE LEADER OF THE COUNCIL

### ANNUAL PAY POLICY & GENDER REPORTING

#### EXEMPT INFORMATION

N/A

#### 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 Council approve the Pay Policy Statement 2018 to 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 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 £11.6m for 2018/19.

#### LEGAL/RISK IMPLICATIONS BACKGROUND

Section 38 of the Localism Act must be complied with, therefore, so as to minimise risk this report must be approved by full Council.

**SUSTAINABILITY IMPLICATIONS**

None

**BACKGROUND INFORMATION**

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

**REPORT AUTHOR**

Anica Goodwin, Head of Paid Service ext 225 and Zoe Wolicki HR Manager ext 223

**LIST OF BACKGROUND PAPERS**

Pay Policy 2017

**APPENDICES**

Appendix 1 Pay Policy 2018