

EXECUTIVE MANAGEMENT TEAM: 15 DECEMBER 2016
GENERAL PURPOSES AND LICENSING COMMITTEE: 13 JANUARY 2017
INDUSTRIAL RELATIONS COMMITTEE: 16 FEBRUARY 2017

PAY POLICY STATEMENT

1. INTRODUCTION

- 1.1 The Localism Act 2011 requires the Council to prepare a pay policy statement for each financial year. The statement must be prepared and approved by the end of March each year. A recommended statement for 2017-18 is included at Appendix 1. The statement details the policies in place from 1 April 2017.
- 1.2 National Pay Award for 2017-18 has already been agreed as 1% and this is incorporated into the attached pay scales in Appendix 1.

2. BACKGROUND

- 2.1 A pay policy statement must set out the authority's policies for the financial year relating to:
- (a) The remuneration of its chief officers,
 - (b) The remuneration of its lowest-paid employees, and
 - (c) The relationship between –
 - (i) the remuneration of its chief officers, and
 - (ii) the remuneration of its employees who are not chief officers.
- 2.2 The statement must state –
- (a) The definition of "lowest paid employees" adopted by the authority for the purposes of the statement, and
 - (b) The authority's reasons for adopting that definition

3. INDUSTRIAL RELATIONS COMMITTEE COMMENTS

- 3.1 The Industrial Relations Committee will consider the matter on 16 February 2016. That Committee's comments will be reported orally to the Council on 20 February 2016.

4. RECOMMENDATION

- 4.1 That it be recommended to the Council that the Pay Policy Statement 2017-18 as set out in Appendix 1 be approved.

For further information please contact:

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Background Papers

Pay Policy Statement
Council Feb 2016