

## RECOMMENDATIONS TO CABINET 6 MAY 2014 FROM THE MEETING OF THE RESOURCES AND PERFORMANCE PANEL 29 APRIL 2014

### RP135: CABINET REPORT: PAY POLICY STATEMENT

The Executive Director, Central and Community Services informed the Panel that Section 38 of the Localism Act 2011 required English and Welsh Local Authorities to produce an annual pay policy statement.

The report summarised the Borough Council's relevant policies relating to levels and elements of remuneration for Chief Officers and included the relationship between the remuneration of Chief Officers and other officers. It was highlighted that the report did not change any policies relating to remuneration.

Members' attention was drawn to the following sections of the report:

- Introduction.
- Policy and Performance Management.
- Financial Implications.
- Statutory Considerations.
- Equality Impact Assessment (EIA).
- Pay Policy Statement: Definitions, Performance Management, Remuneration of the Chief Executive, Remuneration of the Deputy Chief Executive, Remuneration of Executive Directors, Remuneration of Service Managers, Pay Multiple, Salary on Recruitment, Car Allowances, Pension Provision.

In response to a question from Councillor Cousins on the mileage rates being paid in accordance with HMRC Advisory Fuel Rates, the Executive Director, Central and Community Services advised that payments were made depending on engine size.

Councillor Humphrey commented that with the new arrangements, employees were automatically enrolled onto the Local Government Pension Scheme and suggested that the wording in section 10 – Pension Provision be amended accordingly. The Executive Director, Central and Community Services undertook to amend the wording.

**RESOLVED:** That the Panel support the recommendations to Cabinet as follows:

That Cabinet recommend to Council the attached Pay Policy Statement for 2014/2015, subject to:

#### 10 Pension Provision

Being amended to read:

All employees *will* join the Local Government Pension Scheme. ***However, new employees have the choice to opt out of the Pension Scheme.*** The

scheme is a statutory scheme with contributions from employees and from employers. ....