

Agenda Item No: 7

Report to: Cabinet

Date of Meeting: 3 March 2014

Report Title: 2014/15 Pay Policy Statement

Report By: Jane Hartnell
Head of Corporate Services

Purpose of Report

The purpose of the report is for the Full Council to approve the Pay Policy Statement for 2014/15, as required by the Localism Act 2011.

Recommendation(s)

- 1. That Cabinet recommends the Pay Policy to Full Council for approval.**

Reasons for Recommendations

The Localism Act 2011 requires Hastings Borough Council to prepare and publish a pay policy statement. The purpose of such a statement is to provide information about Council policies on a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees. A Pay Policy must be prepared for each financial year and must be approved by Full Council, and published.

Introduction

1. The Localism Act 2011 requires Hastings Borough Council to prepare and publish a pay policy statement for each financial year.
2. The attached statement (Appendix 1) sets out the key policy principles that underpin the Council's requirements to provide accountability under the Localism Act. It takes into account and has due regard to guidance issued by the Department of Communities and Local Government.
3. The majority of the statement reflects current policy, practice and procedures adopted by the Council and it is cross referenced to other documents including the Council's severance scheme and new transparency requirements.

Wards Affected

None

Area(s) Affected

None

Policy Implications

Please identify if this report contains any implications for the following:

Equalities and Community Cohesiveness	Yes
Crime and Fear of Crime (Section 17)	No
Risk Management	No
Environmental Issues	No
Economic/Financial Implications	Yes
Human Rights Act	No
Organisational Consequences	Yes
Local People's Views	No

Background Information

Appendix 1 - Hastings Borough Council Pay Policy Statement 2014
Appendix 2 - Comparisons from bordering authorities

Officer to Contact

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