

**Agenda Item No: 7**

**Report to:** Cabinet

**Date of Meeting: 2 February 2015**

**Report Title:** 2015/16 Pay Policy

**Report By:** Jane Hartnell  
Head of Corporate Services

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### **Purpose of Report**

The purpose of the report is for Cabinet to approve the Pay Policy Statement for 2015/6, as required by the Localism Act 2011

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### **Recommendation(s)**

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

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### **Reasons for Recommendations**

The Localism Act 2011 requires Hastings Borough Council to prepare and publish an annual 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.

Please note: The pay structure has been updated to reflect the increase which took effect from 1st January 2015.

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## Introduction

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2. The Localism Act 2011 requires Hastings Borough Council to prepare and publish a pay policy statement for each financial year.
3. 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.
4. 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 transparency requirements.

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## Wards Affected

None

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## Area(s) Affected

None

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## 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

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## Background Information

None

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## Officer to Contact

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