

**CABINET  
13 FEBRUARY 2020**

**PAY POLICY**

**Cabinet Member(s):** Cllr Bob Deed  
**Responsible Officer:** Matthew Page, Group HR Manager

**Reason for Report:** To comply with the legislative requirements of the Localism Act 2011 relating to senior pay in particular the role of the Chief Executive, Directors and other senior officers. The Localism Act 2011 requires an annually published Pay Policy which has been adopted by full Council.

**RECOMMENDATION:** The Cabinet is asked to recommend to Council the Pay Policy 2020.

**Financial Implications:** None arising from this report which aims to ensure that the Council pays enough to recruit and retain senior staff, but avoids excessive pay levels.

**Legal Implications:** None directly arising from this report.

**Risk Assessment:** The risk to the Council of not complying with the legislative requirement is mitigated by this report and having a robust performance management system.

**Equality Impact Assessment:** No equality issues identified for this report.

**Relationship to Corporate Plan:** To have a robust Pay Policy which ensures good use of public money in respect of the salaries of the most senior employees of the Council that is both transparent and visible. To ensure the Council is able to recruit and retain staff of a sufficiently high calibre who are able to deliver the objectives of the Corporate Plan.

**Impact on Climate Change:** No climate change issues identified for this report.

**1.0 Introduction/Background**

1.1 The localism bill required that all local authorities publish a Pay Policy on an annual basis. The Policy should be agreed by a meeting of the Council and be published on the Council's website.

1.2 The purpose of having a Pay Policy is so that the pay and related awards structure of the Council are transparent.

1.3 At the present time, the Chief Executive is appraised on an annual basis by a group of Members as set out in the Constitution. The Leader consults Cabinet colleagues and the other two main party leaders on the objectives to be set and these are agreed with the Chief Executive.

1.4 Cabinet and Leadership Team meet on a monthly basis to monitor progress within each service area. Cabinet members can raise issues with the Chief Executive and Directors on performance in any area of the Council.

2.0 **Recommendation/Action**

2.1 The Council is asked to note and approve the attached Pay Policy and its contents regarding the establishment and its pay.

**Contact for more Information:** Matthew Page, Group HR Manager (01884 234919 / [mpage@middevon.gov.uk](mailto:mpage@middevon.gov.uk))

**Circulation of the Report:** Cllr B Deed, Cabinet, Leadership Team

**List of Background Papers:** Cabinet Summary Paper 2019, Cabinet Pay Policy 2019