

**CABINET  
10 MARCH 2016**

**PAY POLICY REPORT**

**Cabinet Member** Cllr Clive Eginton  
**Responsible Officer** Jill May - Head of HR and Development

**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 and senior staff. The Localism Act 2011 requires an annually published Pay Policy which has been adopted by full Council.

**RECOMMENDATION(S):** That the Council agree to adopt the Pay Policy 2016.

**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.

**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.

**1.0 Introduction**

1.1 Local Authorities must publish a pay policy statement for each financial year. A relevant authority's pay policy statement must be approved by resolution of that authority before it comes into force.

**2.0 Current Performance Management Arrangements**

2.1 At the present time, the Chief Executive is appraised on an annual basis by the group of members set out as the Appointments Panel 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.

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

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**Circulation of the Report:** Clive Eginton, Management Team, Cabinet, All Members of the Council