

CYNGOR SIR POWYS COUNTY COUNCIL.

County Council

5th March 2014

**REPORT AUTHOR: County Councillor Steve Davies, Portfolio Holder for
HR, IT and Communications.**

SUBJECT: Pay Policy Statement 2014-15

REPORT FOR: Decision

Summary

Section 38 (1) of the Localism Act requires English and Welsh authorities to produce a pay policy statement for each financial year. The Bill as initially drafted referred solely to chief officers (a term which includes both statutory and non-statutory chief officers and their deputies); but amendments reflecting concerns over low pay and also drawing on Will Hutton's 2011 Review of Fair Pay in the Public Sector introduced requirements to compare the policies on remunerating chief officers and other employees, and to set out policy on the lowest paid. The Act does not apply to schools.

The attached Pay and Reward Policy sets out the Council's arrangements for the pay and remuneration of its employees.

Proposal

That the Council approves the Pay Policy Statement to ensure compliance with Section 38 (1) of the Localism Act 2011.

Statutory Officers

The Strategic Director Resources (Section 151 Officer) notes the report's content and the annual publication requirement.

The views of the Solicitor to the Council (Monitoring Officer) are:

Recommendation:	Reason for Recommendation:
To approve the attached pay policy	Ensure compliance with section 38 (1)

statement.	of the Localism Act 2011.
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Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):	Cllr Steve Davies
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Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Fax:	Email:
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Background Papers used to prepare Report: