

PLYMOUTH CITY COUNCIL

Subject: Pay Policy Statement
Committee: Full Council
Date: 30 January 2012
Cabinet Member: Councillor Bowyer
CMT Member: Chief Executive
Author: Mark Grimley, Assistant Director (HR & OD)
Contact: mark.grimley@plymouth.gov.uk
Ref:
Key Decision: No
Part: I

Executive Summary:

Under Section 38 and 39 of the Localism Act 2011, the Council is required to approve a statement on the remuneration of staff by 31 March 2012. The publication of the statement is part of the Government's policies to increase openness and accountability.

The statement, prescribed in content, sets out the Council's policies in respect of remuneration. There are no proposed changes to policies; the statement is simply a summary of the key provisions as required by the Localism Act. Council is therefore not being asked to approve the policies, but simply approve the statement which sets out existing policies.

Corporate Plan 2011 – 2014:

This is a statutory requirement to demonstrate value for communities (city priority) and enhance the transparency of staff remuneration.

Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land

Terms and conditions, including remuneration, are contractual and are agreed through the Council's collective bargaining arrangements with trade unions.

Other Implications: e.g. Community Safety, Health and Safety, Risk Management and Equality, Diversity and Community Cohesion:

There are no other considerations.

Recommendations & Reasons for recommended action:

It is recommended that Council approve the statement, which describes the current policies in relation to remuneration.

Alternative options considered and reasons for recommended action:

This statement is a statutory requirement.

Background papers:

Pay Policy Statement 2012/13, as attached.

Sign off:

Fin	AB 200 112 45	Leg	TH0 038	HR	KB 20.I. 12	Corp Prop		IT		Strat Proc	
Originating SMT Member: Mark Grimley											

1.0 PAY POLICY STATEMENT

- 1.1 Under the Localism Act 2011, the Council is required to set out a statement in relation to the remuneration of staff. The statement articulates the authority's policies towards a range of issues relating to the pay of its workforce, particularly its senior and its lowest paid employees.
- 1.2 The Act prescribes the information required to be set out in the statement. The statement itself does not constitute a policy of the Council, but restates in the required format the policies in relation to remuneration.
- 1.3 Current terms and conditions of staff were renegotiated and implemented in 2011 to bring them all into line with the National Joint Committee terms and employment and the local variations set out within the Plymouth Book.
- 1.4 Contractual changes are negotiated through the Council's collective bargaining arrangements with the recognised trade unions.
- 1.5 No changes to terms and conditions can or will result from the approval of this statement.