



**COUNCIL MEETING**

**16 March 2017**

**LOCALISM ACT 2011 – PAY ACCOUNTABILITY PAY  
POLICY STATEMENT**

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**Sheena Ramsey, Chief Executive**

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**EXECUTIVE SUMMARY**

1. The purpose of this report is to seek approval for a revised pay policy statement.
2. Section 38(1) of the Localism Act 2011 requires local authorities to produce an annual pay policy statement to be approved by full Council before 31 March each year.
3. The Council's Pay Policy reflects the statutory requirements, it has been reviewed and updated since first agreed by Council on 22 March 2012, with the last amendments approved on 15 March 2016.
4. The Pay Policy also sets out the Council's approach to applying market supplements to address recruitment and retention issues to ensure they are appropriate to the circumstances and their necessity is evidenced.
5. The Cabinet has considered the facts and issues arising from the report including alternative options and took all relevant advice before formulating their recommendation.

**RECOMMENDATION**

6. It is recommended that Council approves the draft policy in the attached report.