

 <p>CITY OF YORK COUNCIL</p>	
Council	29 th March 2012
Cabinet Member for Corporate Services	

Pay Policy 2012/13

Summary

1. The purpose of the report is to present the council's Pay Policy Statement for 2012/13 for approval.
2. To note that Annex A reflects the Chief Officer structure in existence at the time of adoption of the Policy.

Background

3. Section 38 – 43 of the Localism Act 2011 requires the council to produce and publish a policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers.
4. It will be an ongoing requirement for the Council to produce an annual Pay Policy Statement by the start of the financial year.
5. Guidance has been issued by the Secretary of State for Communities and Local Government and also by Local Government Yorkshire & Humber on this matter. This guidance has been followed in the production of the Pay Policy Statement.

Consultation

6. Consultation on the Policy Statement took place with Corporate Management Team at the meeting of 15th February 2012.

Options

7. Option one - To endorse the Pay Policy Statement.
8. Option two - To reject / amend the Pay Policy Statement.

Analysis

9. The Localism Act 2011 sets out specific details of what should be included in the Policy Statement. Local Government Yorkshire and Humber have provided guidance and templates which comply with these requirements. The council has adopted these templates as have many others in the region.
10. The salaries quoted in the documents are based on full time equivalent salaries and the median average has been used in calculating the pay multiple. It should also be noted that apprentices have been excluded from the statement as they are employed on training contracts, and paid outside of the council's grading structure.
11. Salary information is already published for certain senior staff under the requirements of The Accounts and Audit (England) Regulations (2011). Information can also be found in the council's website at:
<http://www.york.gov.uk/council/information/opendata/salaries/>.
12. It is proposed that the Pay Policy Statement and its annexes are also published in this section of the website.

Council Plan

13. The production of this Policy Statement contributes to the council's core capability of being a confident and collaborative organisation by meeting its legal obligations in a timely and effective way

Implications

14.

(a) **Financial**

There are no financial implications for the report.

(b) **Human Resources (HR)**

There are no human resources implications for the report, other than this statement reflects current HR Policy in relation to senior pay in the council.

(c) **Equalities** (Contact – Equalities Officer)

There are no equalities implications for the report.

(d) **Legal**

The Pay Policy Statement meets the requirements of the Localism Act and also meets the requirements of guidance issued by the Secretary of State for Communities and Local Government to which the authority is required to have regard under Section 40 of the Act.

(e) **Crime and Disorder**

There are no implications for crime and disorder.

(f) **Information Technology (IT)**

There are no implications for IT.

(g) **Property**

There are no implications for property.

(h) **Other**

Other implications are covered in the body of the report.

Risk Management

15. There are no significant risks associated with production of the Policy.

Recommendations

16. That in order to fulfil the requirements of Sections 38 - 43 of the Localism Act 2011:

- (i) Council approves the Pay Policy Statement for 2012/13 relating to the pay of the Council's senior staff.
- (ii) Council notes that Annex A reflects the Chief Officer structure in existence at the time of adoption of the Policy.

Contact Details

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Specialist Implications Officer(s) AD Legal, Governance & IT			
Wards Affected: None			All <i>tick</i>
For further information please contact the author of the report			

Background Papers:

Communities & Local Government:

'Openness and accountability in local pay:

Guidance under section 40 of the Localism Act'

Annexes:

City of York council Pay Policy Statement 2012 to 2013

Pay Policy Statement 2012 to 2013 Annex A - Details

Pay Policy Statement 2012 to 2013 Annex B - Policies