

Agenda Item 50.

TITLE:	Localism Act Pay Policy Statement for 2015/16
FOR CONSIDERATION BY	Council on 19 November 2015
WARD	None Specific
DIRECTOR	Graham Ebers, Director of Finance and Resources

OUTCOME

Council approves the attached Policy Pay Statement for 2015/16 for publication on the Council's website in accordance with the Localism Act.

RECOMMENDATION

That Council approve the attached Policy Pay Statement for 2015/16 for publication on the Council's website in accordance with the Localism Act 2011.

SUMMARY OF REPORT

The Localism Act 2011 requires all local authorities to produce, approve (by Full Council) and publish a Pay Policy Statement annually.

A draft Pay Policy Statement is attached below designed to meet these requirements in terms of describing senior manager pay and benefits arrangements and the ratio of senior management salaries to the rest of the workforce. These legal requirements are designed to bring greater transparency in public body operations.

Background

The Chief Executive and Personnel Board considered and endorsed the draft Pay Policy Statement on 04 November 2015.

Shared Legal Services have undertaken a review of the Pay Policy to ensure that the content complies with legislation.

Analysis of Issues

The proposed Pay Policy Statement is designed to meet the requirements of the Localism Act.

Our first and only Pay Policy statement was published for 2012/13 and should be published by 1 April annually. 2013/2014 and 2014/2015 were not published due to an internal administrative oversight. The 2015/16 Pay Policy statement will be published as soon as there is Full Council approval and this requirement is now calendared for the beginning of each calendar year to ensure it is presented to Full Council by 31st March annually.

The Localism Act places no additional requirements to publish salary details of senior posts than we currently publish each year on our website: it simply requires us to publish annual pay policy statements as set out in the report.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	n/a		
Next Financial Year (Year 2)	n/a		
Following Financial Year (Year 3)	n/a		

Other financial information relevant to the Recommendation/Decision

n/a

Cross-Council Implications

n/a

List of Background Papers

DCLG: Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011

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