



Meeting: Council

Date: 5 December 2013

Wards Affected: All wards in Torbay

Report Title: Torbay Council Annual Pay Policy Statement

Executive Lead Contact Details: Derek Mills, Executive Lead for Business Planning and Governance, 07791 598091, Derek.Mills@torbay.gov.uk

Supporting Officer Contact Details: Mark Bennett, Executive Head Business Services, (01803) 207360, Mark.bennett@torbay.gov.uk

1. Purpose

1.1 Section 38 (1) of the Localism Act 2011 requires English and Welsh Authorities to produce a pay policy statement for each financial year. This is a statutory requirement. The pay policy statement must be approved formally by full council. The pay policy statement draws together the Council's overarching policies on pay and conditions and will publish them on the Council's Website and update them as necessary through the year.

2. Proposed Decision

2.1 It is recommended that Council approve the Torbay Council Annual Pay Policy Statement in order for the Council to be compliant with Section 38 (1) of the Localism Act 2011.

3. Reason for Decision

3.1 The publication of the Annual Salary Statement is a Statutory requirement under Section 38 (1) of the Localism Act 2011. If Council does not approve the Salary Statement then there is a significant risk that the Council will be in breach of the legislation from 1st April 2014.

Supporting Information

4. Position

4.1 See attached Pay Policy Statement for full details.

5. Possibilities and Options

5.1 None

6. Preferred Solution/Option

6.1 None

7. Consultation

7.1 Consultation is currently being undertaken with Trade Union representatives.

8. Risks

8.1 Non-Compliance with Section 38 (1) of Localism Act 2011. It is currently not determined as to whether there would be a financial penalty for non-compliance. However, it is advisable for the Council to publish in terms of its legal obligations, and reputation.

10 Appendices

Appendix 1 – Torbay Council’s Pay Policy Statement April 2014/15.

Additional Information

Copies of Torbay Councils associated Pay Policies will be made available upon request. All policies are currently on the HR Intranet pages.

The following documents/files were used to compile this report:-

Localism Act Pay Policy Guidance from the Local Government Association

<http://www.local.gov.uk/localism-act>