

Meeting: Council

Date: 10 December 2015

Wards Affected: All wards in Torbay

Report Title: Torbay Council Annual Pay Policy Statement and Review of Pensions Discretions

Is the decision a key decision? Yes

When does the decision need to be implemented?

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1. Proposal and Introduction

- 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 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.
- 1.2 Under the current Pensions Regulations, Torbay Council is able to exercise a range of discretions in regard to how the Local Government Pension Scheme (LGPS) is applied to its employees who are members of the Scheme.

2. Reason for Proposal

- 2.1 The Annual Pay Policy Statement 2016/17 must be approved by the Council in order for the Council to be compliant with Section 38 (1) of the Localism Act 2011.
- 2.2 The Employers Pensions Discretions must be reviewed and approved by Council annually in line with the LGPS regulations.

3. Recommendation(s) / Proposed Decision

- 3.1 That the Torbay Council Annual Pay Policy Statement 2016/17 as set out at Appendix 2 to the submitted report be approved.

- 3.2 That, subject to 3.1 above, the terms of reference for the Employment Committee be amended to include the following:
8. To determine any salary package for Directors/Assistant Directors to include any salary package equating to £100,000 or more.
 9. To determine any settlement agreement for Directors/Assistant Directors to include any severance package including associated pension costs equating to £100,000 or more.
- 3.3 That the Employers Pensions Discretions, as set out in Appendix 3 to the submitted report be approved.

Appendices

Appendix 1: Supporting Information and Impact Assessment

Appendix 2: Torbay Council Pay Policy Statement 2016/17

Appendix 3: Torbay Council Pension Discretions

Background Documents

Copies of Torbay Councils associated Pay Policies are available on the Council's website at <http://www.torbay.gov.uk/index/yourcouncil/financialservices/expenditure/paypolicy.htm>.

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>