

## ESSENTIAL REFERENCE PAPER 'A'

### IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives <i>(delete as appropriate):</i>	<b>People</b> This priority focuses on enhancing the quality of life, health and wellbeing of individuals, families and communities, particularly those who are vulnerable.
Consultation:	The Pay Policy statement has been consulted with SMG
Legal:	The Pay Policy statement has been written using the principles of The Code of Recommended Practice for Local Authorities on Data Transparency. The Department for Communities and Local Government published 'Openness and Accountability in Local pay: Guidance under Section 40 of the Localism Act 2011' in February 2013. The pay policy statement has been written taking into consideration this guidance. The Pay Policy statement has been written to meet the requirements under the Local Government Transparency Code 2014 to publish data on Senior Salaries and Pay Multiple.
Financial:	As detailed in the report
Human Resource:	As detailed in the report. The Council's reward strategy supports the People Strategy currently being reviewed.
Risk Management:	None
Health and Wellbeing:	None