

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	Priority1: Improve the health and wellbeing of our communities Priority 2: Enhance the quality of people's lives Priority 3: Enable a flourishing economy <i>HR contributes as an internal service to all three corporate priorities</i>
Consultation:	The Pay Policy statement has been consulted with LT and Unison
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 pay policy statement supports the OD Strategy 2015 to 2019.
Risk Management:	None
Health and Wellbeing:	None