

EAST HERTS COUNCIL

ANNUAL COUNCIL – 10 MAY 2017

SUMMARY REPORT BY HEAD OF LEGAL AND DEMOCRATIC SERVICES

PAY POLICY STATEMENT 2017/18

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are invited to consider a recommendation from the Human Resources Committee on the Pay Policy Statement 2017/18 and pay scale points for Directors.

<u>RECOMMENDATIONS FOR COUNCIL:</u> that:	
(A)	the Pay Policy Statement 2017/18 be approved; and
(B)	the pay scale points for Directors be approved.

Summary

- 1.1 The Human Resources Committee, at its meeting held on 19 April 2017, considered a report on the Pay Policy Statement 2017/18 and pay scale points for Directors. The Committee supported the recommendations.
- 1.2 As the Minutes of the meeting will be submitted to the next Human Resources Committee for approval as an accurate record, Council is asked to determine the recommendations on the basis of this summary report.
- 1.3 A Pay Policy Statement is required to be produced annually under sections 38 to 43 of the Localism Act 2011. A Pay Policy Statement for a financial year must set out the Authority's policies for the financial year relating to:

- the remuneration of chief officers
- the remuneration of the lowest paid employees
- the relationship between chief officers' remuneration and that of other officers

- 1.4 The Pay Policy statement has been written to support the requirements under the Local Government Transparency Code 2014 to publish data on Senior Salaries and Pay Multiple.
- 1.5 The Leadership performance related pay scheme and 360° performance review process had already been agreed by the Human Resources Committee. To support this, scale points within the approved pay range of £75,750 to £90,658 have been developed for Directors (inclusive of 1% pay award for 2017), which will allow them to move up or down the pay range dependant on performance in accordance with the approved performance related pay scheme for Directors and Heads of Service.
- 1.6 The full report considered by the Human Resources Committee can be viewed at:
<http://democracy.eastherts.gov.uk/ieListDocuments.aspx?CId=139&MId=2934>

Background Papers

Updated policy can be viewed [here](#):

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Summary Report

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