



Title: **Torbay Council Annual Pay Policy Statement**

Public Agenda Item: **Yes**

Wards Affected: **All Wards**

To: **Council** On: **1 March 2012**

Key Decision: **Yes**

Change to Budget: **No** Change to Policy Framework: **No**

Contact Officer: **Susan Wiltshire**
☎ Telephone: **01803 207361**
✉ E.mail: **Susan.wiltshire@torbay.gov.uk**

1. What we are trying to achieve and the impact on our customers

1.1 Section 38 (1) of the Localism Act 2011 requires English and Welsh Authorities to produce a pay policy statement for 2012/13 and for each financial year thereafter. 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. Recommendation(s) for decision

2.1 That the Torbay Council Annual Pay Policy Statement be approved in order for the Council to be compliant with Section 38 (1) of the Localism Act 2011.

3. Key points and reasons for recommendations

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 2012.

For more detailed information on this proposal please refer to the supporting information attached.

Mark Bennett
Executive Head Business Services

Supporting information

A1. Introduction and history

A1.1 See attached Pay Policy Statement for full details.

A2. Risk assessment of preferred option

A2.1 Outline of significant key risks

A2.1.1 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.

A2.2 Remaining risks

A2.2.1 None

A3. Other Options

A3.1 None

A4. Summary of resource implications

A4.1 None

A5. What impact will there be on equalities, environmental sustainability and crime and disorder?

A5.1 None

A6. Consultation and Customer Focus

A6.1 Consultation is currently being undertaken with Trade Union representatives.

A7. Are there any implications for other Business Units?

A7.1 No

Appendices

Torbay Pay Policy Statement April 2012 and associated policies.

Documents available in members' rooms

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

Background Papers:

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

Localism Act Pay Policy Guidance from the LGA.