

Committee: Council

Date: 3 February 2016

Wards: All

Subject: Approval of Pay Policy Statement and re-adoption of the Members' Allowances Scheme

Lead officer: Kim Brown, Joint Head of HR Policy Development; Paul Evans, Assistant Director of Corporate Governance and Monitoring Officer

Lead member: Councillor Mark Allison, Deputy Leader and Cabinet Member for Finance

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Recommendations:

1. That Council approve publication of the Pay Policy Statement for 2016/17.
 2. That Council reconfirm the Members' Allowances Scheme with no change for 2016/17, with effect from 1 April 2016
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1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 The Localism Act 2011 requires the Council to publish a pay policy statement and for the statement to be re-approved by Council each year.
- 1.2 The existing pay policy statement for 2015/16 was approved by Council on 4 February 2015.
- 1.3 The only amendments from the last year's version are to update the pay ratio data, and to add some commentary in relation to pending legislative changes. It is therefore proposed that the pay policy statement attached as Appendix A should be approved for 2016/17.
- 1.4 The report also recommends re-adopting the Members' Allowances Scheme with no change for 2016/17.

2. DETAILS

- 2.1 The pay policy statement for the year 2015/16, approved by Council, is currently published on the Council's website

- 2.2 A full Council meeting is required to re-approve the pay policy statement each year.
- 2.3 There has been no change in the council's pay policy, and there have no pay awards for Chief Officers earning above £100,000 per annum. The only amendments from last year's version are to update the pay ratio data, and to add some commentary in relation to pending legislative changes.
- 2.4 A draft Pay Policy Statement for 2016/17 is attached at Appendix A.
- 2.9 In relation to the Members' Allowances Scheme the Council is required further to the Local Authorities (Members' Allowances) (England) Regulations 2003 to re-adopt its scheme of members allowances for the year 2016/17 and in doing so give due regard to the recommendations made by the report of the Independent Panel on the Remuneration of Councillors in London whose latest report was published in 2014.
- 2.10 The Independent Panel did not recommend any significant changes to the Scheme of Allowances which it approved in its report in 2006 and again in 2010. It recommended that members' allowances be pegged to the annual local government pay settlement.
- 2.11 Council is recommended to confirm its existing scheme of Member Allowances for 2016/17 and to retain the same level of allowances for 2016/17, thereby agreeing to not apply the local government pay settlement.

3. ALTERNATIVE OPTIONS

- 3.1 Publication of a Pay Policy Statement and member allowances are statutory requirements.

4. CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 Any changes to the pay policy statement would be considered by the Council's Senior Remuneration Panel prior to submission to Council.

5. TIMETABLE

- 5.1 The Pay Policy Statement must be approved by Council for publication from 1 April 2016 on the Councils website.

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 There is provision in the draft MTFs for 2015-19 for an increase in the budgeted cost of salaries and Members' Allowances. These provisions will be kept under review each year.

7. LEGAL AND STATUTORY IMPLICATIONS

- 7.1 Publication of the Pay Policy Statement and annual re-approval by a meeting of the full council is a statutory requirement under the Localism Act 2011.
- 7.2 Guidance was issued to authorities in 2011 to accompany the Localism Act, and revised 'final supplementary guidance' was issued by the DCLG in late February 2013. The required changes were addressed in the 2013/14 Pay Policy Statement and in subsequent years.
- 7.3 Regulation 10 of the Local Authorities (Members' Allowances) (England) Regulations 2003 requires re-adoption of the scheme. Before making or amending its allowances scheme, the Council is required, by Regulation 19, to have regard to the recommendations of an Independent Remuneration Panel.

8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1 The intention of the pay policy measures in the Localism Act is to improve transparency of decision making, particularly in relation to top earners in the organisation.

9. CRIME AND DISORDER IMPLICATIONS

- 9.1 None

10.0 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1 None.

11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- Appendix A – draft pay policy statement for 2016/17.

12 BACKGROUND PAPERS

- 12.1 None

