

Council

Date: 5 February 2014

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

Lead officer: Dean Shoemith, Joint Head of Human Resources; Paul Evans, Assistant Director of Corporate Governance and Monitoring Officer

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Recommendations:

1. To approve re-publication of the Pay Policy Statement for 2014/2015
 2. To reconfirm its Members' Allowances Scheme with no change for 2014/2015 with effect from 1 April 2014
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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 2013/2014 was approved by Council in March 2013.
- 1.3 Other than adoption of the London Living Wage (LLW) there have been no other changes in pay policy in the last year, and it is therefore proposed that the existing Pay Policy Statement should be approved for 2014/15 with just a minor revision to reflect the adoption of the London Living Wage.
- 1.4 The report also recommends re-adopting the Members' Allowances Scheme with no change for 2014/2015.

2. DETAILS

- 2.1 The pay policy statement for the year 2013/2014, 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 As there has been no change in the council's pay policy, and there have no pay awards for Chief Officers, it is intended to re-publish the 2013/2014 pay policy statement for the financial year 2014/2015.
- 2.4 The DCLG is currently considering changes to transparency requirements, including further regulation in relation to pay statements. It is unlikely that any changes to transparency requirements will be confirmed in time for approval by Council before 31 March to meet the statutory timescale. It is therefore recommended to approve the Council's existing statement with no changes and that a further report, as required, be brought to Council in the course of 2014/2015 to incorporate any amendments needed.
- 2.4 A draft Pay Policy Statement for 2014/2015 is attached at Appendix A and is unchanged from the 2013/2014 version.
- 2.5 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 2014/2015 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 April 2010.
- 2.6 The Independent Panel did not recommend any significant changes to the Scheme of Allowances which it approved in its last report in 2006. The Council's scheme provides for an increase in the level of allowances in line with the annual pay award to staff when agreed. Pay awards for staff have not been uniform and National pay negotiations for 2014/15 are still on going and therefore it is not intended that the Scheme of Allowances will be increased at this time.
- 2.7 In the circumstances the Council is recommended to confirm its existing scheme of Member Allowances with no change.

3. ALTERNATIVE OPTIONS

- 3.1 Publication of a Pay Policy Statement is a statutory requirement.

4. CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 The Pay Policy Statement for 2014/2015 will need to be approved by Council. Any changes as a result of any new requirements referred to

above will 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 2014 on the Council's website.
- 5.2 A meeting of the Senior Remuneration Panel will be convened between CMT and Council to consider any proposed changes in the future for final approval by Council.

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 None.

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 2013/2014 Pay Policy Statement approved by Council last year.
- 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 The existing Pay Policy Statement published for 2012/2013 complies with the requirements of the Localism Act.

A. APPENDICES – the following documents are to be published with this report and form part of the report

- Appendix A

B. BACKGROUND PAPERS