

SUBJECT:	PAY POLICY STATEMENT 2016/17
REPORT OF:	<i>Leader of the Council – Councillor Isobel Darby</i>
RESPONSIBLE OFFICER	<i>Director of Resources</i>
REPORT AUTHOR	<i>Judy Benson (01494 732015) jbenison@chiltern.gov.uk</i>
WARD/S AFFECTED	<i>All wards</i>

1. Purpose of Report

In accordance with Section 38 (1) of the Localism Act 2011 Full Council is asked to approve the 2016/17 Pay Policy.

RECOMMENDATION

It is recommended the 2016/17 Pay Policy is approved.

2. Reasons for Recommendations

- 2.1 Section 38 (1) of the Localism Act 2011, which came into force in January 2012, requires English and Welsh local authorities to produce and publish a pay policy statement for each financial year.
- 2.2 These statements must be approved by full Council in their open meeting by the end of March each year (it cannot be delegated to a sub-committee). Statements may be updated during the year.
- 2.3 They are to be accessible to local taxpayers so they can take an informed view on whether local decisions on all aspects of remuneration are fair and make the best use of public funds.
- 2.4 The pay policy statement sets out the remuneration for all chief officers and other officers in the financial year 2016/17 and relates to the recruitment and appointment of all chief or other officers during that year. All decisions on pay and reward (including severance) of chief and other officers must comply with the current pay policy statement.
- 2.5 This forthcoming year's policy statement included as an *Appendix*.

3. Consultation

Not applicable

4. Options

To approve the Pay Policy
To not approve the Pay Policy

7. Corporate Implications

3.1 *Financial - None*

3.2 *Legal – It is a legal requirement for the Pay Policy to be approved.*

3.3 And where appropriate; Crime and Disorder, Environmental Issues, ICT, Partnership, Procurement, Social Inclusion, Sustainability – Not applicable

8. Links to Council Policy Objectives

The recommendation supports the Council’s Key Objectives.

9. Next Step

The Pay Policy will be made accessible to local taxpayers so they can take an informed view on whether local decisions on all aspects of remuneration are fair and make the best use of public funds.

<p>Background Papers:</p>	<p>None.</p>
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