

**Ward:** All

**Portfolio:** Finance, Governance and Corporate Services

**FROM:** Portfolio Holder Finance, Governance and Corporate Services **Date: 19 February 2018**

**SUBJECT: Pay Policy Statement**

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	<b>Seen by:</b>	<b>Name</b>	<b>Date</b>
<b>Report Sign off</b>	Legal	Donna Nolan	08.02.18
	Finance	Paul Deal	08.02.18
	Chief Executive Officer	Stuart Brown	08.02.18
	Group Manager	David Clark	06.02.18
<b>Summary:</b>	The Localism Act 2011 (the Act) requires all Council's to produce and publish a pay policy statement. The contents have been determined by the Act and related guidance and statements must be approved by Full Council.		
<b>Recommendation:</b>	That Full Council agree the Pay Policy Statement for 2018/19 at Appendix 1 to this report.		
<b>Direct and/or indirect impact on service delivery to our customers and communities</b>	None as a result of this report		
<b>Financial Implications:</b>	There are no financial implications associated with the preparation, or adoption of the Pay Policy Statement.		
<b>Legal Implications:</b>	The adoption of the Pay Policy Statement will ensure compliance with the relevant provisions of the Act, thus mitigating the risk of legal challenge.		
<b>Crime and Disorder Implications:</b>	None as a result of this report		
<b>Equalities Implications:</b>	None as a result of this report		
<b>Risk Assessment and Adverse Impact on Corporate Actions:</b>	Subject to the adoption of the Pay Policy Statement there is no risk to the Council.		

## **INTRODUCTION**

The Localism Act 2011 introduced a requirement on all Councils to publish an annual Pay Policy Statement which must be agreed by Full Council.

The Principles involved in the requirement to produce and publish pay policy statements are concerned with openness and accountability in local pay and to strengthen Councillors' powers to vote on large salary packages for council officers.

## **THE REQUIREMENTS OF THE STATEMENT**

There are specific items as laid down by the Act and guidance issued by the Department of Communities and Local Government which must be included in the statement. These have been included in the Mendip statement.

Following Full Council approval the Council must:

1. Comply with the policies as detailed, including when appointing a chief officer or when a chief officer's appointment is terminated.
2. Publish the statement as soon as reasonably practicable after approving or amending the pay policy statement, including publication on the Council's website.
3. Prepare and approve statements annually, before the 31 March immediately preceding the financial year to which it relates. Statements can be amended part way through a year by a Council resolution.

## **THE STATEMENT**

Mendip District Council's Pay Policy Statement for 2018/19 is attached. The statement reflects actual practice and details how all of the elements of senior level pay is determined. It also shows how pay for non-senior staff is determined and how this relates to senior pay. All of the Council's pay is determined by evaluating jobs and applying the Council's pay and grading structure and related policies. These policies are all available.

## **RECOMMENDATION**

That Full Council agree the Pay Policy Statement for 2018/19 at Appendix 1 to this report.

Contact Officer: David Clark, Law & Governance Group Manager  
Ext No: 539  
e-mail: david.clark@mendip.gov.uk

Background Papers

MDC Pay Policy Statement 2018/19