

CAMBRIDGE CITY COUNCIL

REPORT OF: Head of Human Resources
TO: Civic Affairs Committee
WARDS: All wards

Report title: Pay Policy Statement 2013/14

1 INTRODUCTION

- 1.1 This report sets out a draft pay policy statement as required under the Localism Act. The Localism Act requires the Council to have considered, approved and published a pay policy statement for each financial year. This must be approved by Full Council and be in place by 31st March each year.
- 1.2 The pay policy statement covers posts designated 'chief officer'. For Cambridge City Council this includes the chief executive, directors and heads of service. The areas to be covered in the statement are: salary, expenses, bonuses, performance-related pay, severance payments, how election fees are paid and the pay policy on re-engagement of ex-employees. The Localism Act also requires the statement to define the lowest paid employees and the ratio to the highest earning employee.
- 1.3 The Strategy and Resources Scrutiny Committee considered a report including proposals for the adoption of a Living Wage policy for staff and agency workers. The Civic Affairs Committee are asked to consider the recommendations of the Strategy and Resources Scrutiny Committee and to include the relevant provisions within the Pay Policy Statement 2013/14.

2 RECOMMENDATIONS

The Civic Affairs Committee is asked to:

- 2.1 Consider the recommendations of the Strategy and Resources Scrutiny Committee in relation to adoption of a Living Wage Policy for staff and agency workers (to be circulated following the Strategy and Resources Scrutiny Committee), and to recommend the Living Wage proposals for approval by Council as part of the Pay Policy Statement 2013/14.
- 2.2 Consider and recommend to Council the draft pay policy statement 2013/14 attached as Appendix 1, with the inclusion of proposals relating to the Living Wage as agreed by this Committee.

3.0. IMPLICATIONS

(a) Financial Implications

The financial implications arising out of this report relate to the consideration of adoption of a Living Wage Policy, as set out in the Strategy and Resources Scrutiny Committee report. There are no financial implications arising from the sections of the report reporting on current policies.

(b) Staffing Implications

This report relates to the pay, terms and conditions of staff.

(c) Equal Opportunities Implications

An Equality Impact Assessment (EQIA) was prepared in relation to the Living Wage. An EQIA has not been prepared in relation to the sections of the report reporting on current policies.

(d) Environmental Implications

The proposal has no climate change impact.

(e) Community Safety

This report relates to the pay, terms and conditions of staff and does not impact directly on community safety matters.

BACKGROUND PAPERS: The following are the background papers that were used in the preparation of this report:

- Pay Policy Statement 2012/13
- Provisions of the Localism Act relating to chief officer pay statements
- Strategy and Resources Scrutiny Committee Report on the Living Wage
- Communities and Local Government Openness and accountability in local pay: Guidance under section 40 of the Localism Act
- Local Government Association Localism Act: Pay Policy Statements Guidance (November 2011) and Supplementary Notes 1 and 2.

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Report file:

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