

CABINET MEETING – 13 MARCH, 2013

EXECUTIVE SUMMARY SHEET – PART I

Title of Report:

HUMAN RESOURCES COMMITTEE – 21 FEBRUARY, 2013 – LOCALISM ACT 2011 – PAY POLICY STATEMENT 2013-2014

Author(s):

Head of Law and Governance

Purpose of Report:

To recommend to Cabinet approval of the draft Pay Policy Statement 2013-2014, for subsequent adoption by Council and publication by 31 March 2013.

Description of Decision:

That the Cabinet recommend adoption by Council and publication by 31 March 2013.

Is the decision consistent with the Budget/Policy Framework? Yes

If not, Council approval is required to change the Budget/Policy Framework

Suggested reason(s) for Decision:

The provisions of the Localism Act 2011 came into force on 15th January 2012, bringing together the strands of increasing accountability, transparency and fairness in the setting of local pay. Section 38 of the Act requires English and Welsh local authorities to produce an annual pay policy statement, setting out councils' policies for the financial year in relation to the remuneration of their senior staff/chief officers, the remuneration of their lowest-paid employees, and the relationship between the pay of chief officers and that of other employees.

Alternative options to be considered and recommended to be rejected:

There are no alternative options recommended.

Is this a "Key Decision" as defined in the Constitution? No

Is it included in the 28 day Notice of Decisions? No

Scrutiny Committee

**HUMAN RESOURCES COMMITTEE –
21 FEBRUARY, 2013 – LOCALISM ACT 2011 – PAY POLICY STATEMENT 2013-
2014**

Report of the Head of Law and Governance

1. Purpose

- 1.1 To recommend to Cabinet approval of the draft Pay Policy Statement 2013-2014, for subsequent adoption by Council and publication by 31 March 2013.

2. Description of Decision

- 2.1 That the Cabinet recommend adoption by Council and publication by 31 March 2013.

3. Background

- 3.1 In February 2012 Personnel Committee considered the pay transparency implications of the Localism Act 2011, including the requirement to produce and publish an annual Pay Policy Statement. Personnel Committee formally agreed this for recommendation to Cabinet. This was subsequently agreed by Cabinet and adopted by Council on 28th March 2012 and was published on the Council's website by 31st March 2012.

- 3.2 The policy needs to be updated and published for 2013-14.

- 3.3 The 2012/13 Pay Policy is currently published on the Council's website, alongside the Statement of Accounts. This can be accessed at: www.sunderland.gov.uk/Council and Democracy/Senior Pay Information, or Website URL: <http://www.sunderland.gov.uk/index.aspx?articleid=4494>

4. Comments of the Human Resources Committee

- 4.1 The changes to the 2013-2014 Pay Policy Statement are minimal, particularly as there had been a freeze in pay increases. Changes were confined to dates, replacing references to Personnel Committee with Human Resources Committee and deleting references to posts that had been deleted.

- 4.2 The Human Resources Committee formally agreed the attached Pay Policy Statement 2013-14 for recommendation to Cabinet and adoption by Council and publication by 31 March 2013.

5. Reason for Decision

- 5.1 The provisions of the Localism Act 2011 came into force on 15th January 2012, bringing together the strands of increasing accountability, transparency and fairness in the setting of local pay. Section 38 of the Act requires English

and Welsh local authorities to produce an annual pay policy statement, setting out councils' policies for the financial year in relation to the remuneration of their senior staff/chief officers, the remuneration of their lowest-paid employees, and the relationship between the pay of chief officers and that of other employees.

6. Alternative Options

6.1 There are no alternative options recommended.

7. Background Papers

Report to the Human Resources Committee on 21 February, 2013.

Minutes of the Human Resources Committee held on 21 February 2013: Web Link -