

Meeting	Remuneration Committee
Date	20 January 2014
Subject	Pay Policy Statement 2014
Report of	Chief Executive
Summary	This report sets out for Committee the Council's Pay Policy Statement for 2014/15, for agreement.

Officer Contributors	Graham Thurston, Unified Reward Project Manager
Status (public or exempt)	Public
Wards Affected	Not applicable
Key Decision	Not applicable
Reason for urgency / exemption from call-in	Not applicable
Function of	Council
Enclosures	Annex A- Pay Policy Statement for 2014/15
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1. RECOMMENDATIONS

- 1.1. That the Committee agrees the Council's Pay Policy statement for the financial year 2014/15 and to remit it for endorsement by Council on 4 March 2014.**

2. PREVIOUS RELEVANT DECISIONS

- 2.1. Remuneration Committee 19 March 2013 agreed:
 - 2.1.1. the Committee notes the supplementary guidance issued by Department for Communities and Local Government (DCLG) and the changes necessitated.
 - 2.1.2. the Committee agrees the consequent changes to the Council's Pay Policy Statement for the financial year 2013/14 and to remit it for endorsement by Council on 16 April 2013.
 - 2.1.3. the Committee proposes to Council that the function of approving salaries and severance packages of £100,000 or more are delegated to Remuneration Committee.
- 2.2. Council agreed on 16 April 2013 to endorse the changes to the Council's Pay Policy Statement for 2013/14 and to the proposal set out in 2.1.3 above.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1. The Remuneration Committee plays a key role in ensuring that the corporate vision of 'Better Services with Less Money' is supported by the Reward Strategy. The pay bill is the largest cost for the London Borough of Barnet and this committee will underpin the aim of pay control in order to deliver the Mid Term Financial Plan.
- 3.2. The Council is required under the Localism Act 2011 to produce an annual Pay Policy statement. The Remuneration Committee will need to agree the statement and then remit it for endorsement by Full Council. The final date for publication is 31 March 2014.

4. RISK MANAGEMENT ISSUES

- 4.1. The establishment of this committee forms part of the Council's discharge of its responsibilities under the Localism Act 2011, in particular the issues of transparency for Chief Officer pay.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1. The Pay Policy Statement provides enhanced transparency about pay policy within the Council and forms part of the information which the Council publishes to discharge its Public Sector Equality Duty as part of the Equality Act 2010.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

6.1. There are no resource implications.

7. LEGAL ISSUES

7.1. Pay policy statements have been necessitated by section 38(1) of the Localism Act 2011 and the Council must publish its annual Pay Policy Statement by 31st March 2014.

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

8.1. The Remuneration Committee's terms of reference are noted in Part 3 of the Council's Constitution – Responsibility for Functions

9. BACKGROUND INFORMATION

9.1. The 2014/15 Pay Policy Statement is attached at Annex A. The statement uses the 2013/14 statement as a template. The statement reflects the introduction of Barnet's living wage policy, which is the only major change from the previous Pay Policy Statement. Other changes just refresh the metric values.

10. LIST OF BACKGROUND PAPERS

10.1. None.