

	<p>Council 1 March 2016</p>
<p style="text-align: right;">Title</p>	<p>Report of the General Functions Committee - Approval of the Annual Pay Policy Statement</p>
<p style="text-align: right;">Report of</p>	<p>Chief Executive</p>
<p style="text-align: right;">Wards</p>	<p>All</p>
<p style="text-align: right;">Status</p>	<p>Public</p>
<p style="text-align: right;">Urgent</p>	<p>No</p>
<p style="text-align: right;">Key</p>	<p>No</p>
<p style="text-align: right;">Enclosures</p>	<p>Appendix 1 – Report to the General Functions Committee, 18 February 2016 Annex A – Pay Policy Statement</p>
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Summary

Local Authorities have to publish a Pay Policy Statement on the 1 April each year. This report seeks approval of the Council's annual Pay Policy Statement (Annex A) which was endorsed by the General Functions Committee on 18 February 2016. Subject to approval by Full Council, it will be published on 1 April 2016.

Recommendation

That Council approves the annual Pay Policy Statement for the financial year 2016/17 (Annex A)

1. WHY THIS REPORT IS NEEDED

- 1.1 Section 38(1) of the Localism Act 2011 requires local authorities to produce and publish an annual Pay Policy Statement.
- 1.2 On 18 February 2016 the General Functions Committee reviewed the Council's Pay Policy Statement for the financial year 2016/17 and resolved to recommend it for approval by Council.
- 1.3 Council is responsible (in accordance [with section 1.20 of the Responsibility for Functions](#)) for approval of the annual pay policy statement.
- 1.4 Council are requested to note that the table at section 3.4 of Annex A was updated at the General Functions Committee. The updated table is included in Annex A.

2. REASONS FOR RECOMMENDATION

- 2.1 As set out in the report to the General Functions Committee, 18 February 2016.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 As set out in the report to the General Functions Committee, 18 February 2016.

4. POST DECISION IMPLEMENTATION

- 4.1 The Pay Policy Statement requires endorsement by Full Council on 1 March 2016 prior to publication on 1 April 2016.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.3 Social Value

- 5.3.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.4 Legal and Constitutional References

- 5.4.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.4.2 Constitution, Responsibility for Functions – sets out the functions of Full Council including approval of the annual Pay Policy Statement

5.5 Risk Management

5.5.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.6 Equalities and Diversity

5.6.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.7 Consultation and Engagement

5.7.1 As set out in the report to the General Functions Committee, 18 February 2016.

5.8 Insight

5.7.2 As set out in the report to the General Functions Committee, 18 February 2016.

6. BACKGROUND PAPERS

6.1 None