

	<h2>General Functions Committee</h2> <h3>15 January 2018</h3>
<p style="text-align: right;">Title</p>	<p>Pay Policy Statement</p>
<p style="text-align: right;">Report of</p>	<p>Graeme Lennon, Strategic HR Director</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 A – Pay Policy Statement</p>
<p style="text-align: right;">Officer Contact Details</p>	<p>Graeme Lennon, 020 8359 5080, Graeme.Lennon@Barnet.gov.uk</p>

<h3>Summary</h3>
<p>Local Authorities have to publish a Pay Policy Statement on the 1 April each year or as soon thereafter as is practicable. This report introduces a draft Pay Policy Statement for endorsement by Full Council on 30th January 2018 prior to publication.</p>

<h3>Recommendations</h3>
<p>That the Committee agrees the Council’s Pay Policy Statement for the financial year 2018/19 and to remit it for endorsement by Council on 30th January 2018.</p>

1. WHY THIS REPORT IS NEEDED

- 1.1 Section 38(1) of the Localism Act requires local authorities to produce an annual pay policy statement.

2. REASONS FOR RECOMMENDATIONS

- 2.1 To comply with the Localism Act, associated statutory guidance, including the transparency requirements on remuneration as set out in the Code of Recommended Practice for Local Authorities on Data Transparency issued by the Department for Communities and Local Government in September 2011 and the council's constitution.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 The proposal arises from the statutory obligation cited in sections 1.1 and 2.1 and as such alternative options have not been considered in the context of this report.

4. POST DECISION IMPLEMENTATION

- 4.1 The Pay Policy Statement requires endorsement by Full Council on 30th January 2018 prior to publication.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 No applicable

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

- 5.2.1 The costs of implementing the Pay Policy are provided for within existing approved Budgets.

5.3 Social Value

Not applicable

5.4 Legal and Constitutional References

- 5.4.1 Section 38(1) of the Localism Act requires local authorities to produce an annual pay policy statement.

- 5.4.2 Council Constitution, Article 7 (Committees, Forums, Working Groups and Partnerships) – the terms of reference of the General Functions Committee includes:

- a. To develop the annual pay policy statement for full Council approval and be responsible for the publication of the annual statement
- b. To review annually remuneration, as defined above

5.5 Risk Management

- 5.5.1 Not applicable

5.6 Equalities and Diversity

- 5.6.1 Not applicable

5.7 Consultation and Engagement

- 5.7.1 Not applicable

5.8 Insight

5.8.1 Not applicable

6. BACKGROUND PAPERS

6.1 There are no background papers.