

	<p><b>Council</b></p> <p><b>3 March 2015</b></p>
<b>Title</b>	<b>Pay Policy Statement</b>
<b>Report of</b>	Chief Executive
<b>Wards</b>	All
<b>Status</b>	Public
<b>Enclosures</b>	Appendix 1: Report to Remuneration Committee, 18 February 2015 Annex A – Pay Policy Statement 2015/16
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<h3>Summary</h3>
<p>This report encloses the report that was considered by Remuneration Committee and sets out the recommendations the Committee made to Full Council.</p>

<h3>Recommendation</h3>
<p><b>That Council approve the Pay Policy Statement 2015-16 as set out at Annex A.</b></p>

**1. WHY THIS REPORT IS NEEDED**

- 1.1 As set out in the report to Remuneration Committee, 18 February 2015.
- 1.2 Full Council is responsible for approving the annual Pay Policy Statement.

- 1.3 The Remuneration Committee considered the Pay Policy Statement 2015/16 at their meeting on 18 February 2015. The Committee made the following resolutions:
1. That the Committee agrees the Council's Pay Policy Statement for the financial year 2015/16 and to remit it for endorsement by Council on 3 March 2015, subject to the deletion of paragraph 3.14 and paragraph 5.1.
  2. That the Committee requests officers to provide figures on what it would cost for the Council to adopt the London Living Wage when unified pay comes into effect, and what the costs would be to backdate this pay to June.
- 1.4 To address the recommendation detailed in 1.3 (1) above, sections 3.14 and 5.1 of the Pay Policy Statement 2015/16 have been amended to address the concerns of the Remuneration Committee.
- 1.5 As set out at 1.3 (2) above, the Remuneration Committee have requested further information about the costs of the increase of the Barnet Living Wage in line with the London Living Wage, as set by City Hall. This information will be provided and considered as part of the annual review of the living wage at the next Remuneration Committee.

## **2. REASONS FOR RECOMMENDATIONS**

- 2.1 As set out in the report to Remuneration Committee, 18 February 2015.

## **3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 3.1 As set out in the report to Remuneration Committee, 18 February 2015

## **4. POST DECISION IMPLEMENTATION**

- 4.1 As set out in the report to Remuneration Committee, 18 February 2015

## **5. IMPLICATIONS OF DECISION**

### **5.1 Corporate Priorities and Performance**

- 5.1.1 As set out in the report to Remuneration Committee, 18 February 2015

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

- 5.2.1 As set out in the report to Remuneration Committee, 18 February 2015

### **5.3 Legal and Constitutional References**

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

### **5.4 Risk Management**

5.4.1 As set out in the report to Remuneration Committee, 18 February 2015

### **5.5 Equalities and Diversity**

5.5.1 As set out in the report to Remuneration Committee, 18 February 2015

### **5.6 Consultation and Engagement**

5.6.1 As set out in the report to Remuneration Committee, 18 February 2015

## **6. BACKGROUND PAPERS**

6.1 Report to Remuneration Committee, 18 February 2015:

<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=381&MId=8204>