

## PART A

**Report to:** Full Council  
**Date of meeting:** 16 March 2016  
**Report of:** Head of Human Resources  
**Title:** Chief Officer Pay Policy

### 1.0 **SUMMARY**

- 1.1 The Council's success relies on the talent and contribution of its workforce enabling and ensuring it meets its objectives. Our Chief Officer Pay Policy seeks to ensure the Council is able to attract, recruit, retain and engage the right people in order to achieve this.
- 1.2 The Pay Policy pulls together all the elements that make up the Council's financial reward practices. It provides assurances of our consistency, fairness and transparency and gives clarity to all our stakeholders about how and what our people are rewarded for. It defines the level and elements of remuneration for Chief Officers in accordance with the requirements of section 38(1) of the Localism Act 2011.
- 1.3 The Localism Act 2011 requires the Council to publish its position in relation to specific areas of chief officers pay as follows : - remuneration levels, all other payments, incremental progression, performance related pay, bonus payments, redundancy, severance/ compensation, and retirement payments, and the Council's policy on the re-engagement of chief officers. This Pay Policy statement sets out the Council's position in these areas.

### 2.0 **RECOMMENDATIONS**

- 2.1 That Council approve the Chief Officer Pay Policy.

**Contact Officer:**

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### 3.0 **IMPLICATIONS**

#### 3.1 **Financial**

3.1.1 The Shared Director of Finance comments that there are no financial implications in this report.

#### 3.2 **Legal Issues** (Monitoring Officer)

3.2.1 There are no implications

#### 3.3 **Equalities**

3.3.1 There are no implications

#### 3.4 **Potential Risks**

<b>Potential Risk</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Overall score</b>
Council does not fulfil requirements of Localism Act 2011 in publishing the pay policy	1	4	4

Appendix:

Chief Officer Pay Policy