

**Report to:** Council  
**Date of meeting:** 19 March 2014  
**Report of:** Head of Human Resources  
**Title:** Chief Officer Pay Policy 2014

## 1.0 SUMMARY

- 1.1 This report presents for approval the Council's Pay Policy Statement for 2014/15.
- 1.2 The Localism Act 2011 introduced the requirement for all councils to develop and publish annually a Pay Policy Statement. and the purpose of the Statement is to ensure that remuneration of Chief Officers and Senior Staff is reviewed annually and that the relativity of pay with other officers within the council remains fair.
- 1.3 The Pay Policy Statement for 2014/15 presents the outcome of the review of Chief Officer Pay in 2013 and reflects the award of a nationally negotiated 1% pay increase in 2013 for all officers of the Council.
- 1.4 The Pay Policy Statement is attached at appendix 1 and on approval will be published on the Council's web site.

## 2.0 RECOMMENDATIONS

- 2.1 That the Pay Policy Statement attached as appendix 1 be approved.

**Contact Officer:**

For further information on this report please contact: Sue Adlam, Acting HR Manager, extension 8312, email: [susan.adlam@watford.gov.uk](mailto:susan.adlam@watford.gov.uk)

**Report approved by:** Cathy Watson, Head of Human Resources

## 3.0 DETAILED REPORT

- 3.1 The Localism Act 2011 obliges all councils to publish prior to the start of each new financial year a pay policy statement. The Council's statement is attached as appendix 1. It's format is governed by the requirements of the Localism Act 2010 and it's purpose is to provide transparency with regard to Chief and Senior Officer pay and benefits and enable residents or Mr Pickles 'Arm Chair Auditors' to see the relativity of pay between the highest and lowest paid within each council.
- 3.2 Once approved the Statement must be published on our web site and will have to be adhered to when recruiting any Chief or Senior Officer during the course of the year.

## 4.0 IMPLICATIONS

### 4.1 Financial

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

### 4.2 Legal Issues (Monitoring Officer)

- 4.2.1 The Head of Democracy and Governance comments that the legal implications are contained within the body of the report. This is a Statement that can only be approved by Council.

### 4.3 Equalities

***Watford Borough Council is committed to equality and diversity as an employer, service provider and as a strategic partner***

- 4.3.1 The Pay Policy Statement relates to the remuneration of posts within the council not the remuneration of individuals.

The value of each post is derived based upon the outcome of an analytical job evaluation. Job evaluation establishes the value of each post relative to each other post and is independent from post occupancy; i.e. the post holder would always receive the remuneration that is applicable to the post they occupy.

Therefore, the Council monitors its workforce composition; i.e. who is occupying the posts to ensure that it fulfils its commitment and duties under the Equality Act 2010. Analyses against the protected characteristics are conducted bi-annually and a Workforce Composition report is published annually on the Council's web site.

In addition the council advertises all vacant posts and monitors job applicants.

Analyses are conducted against the following protected characteristics:

Age  
Disability  
Gender reassignment  
Pregnancy or maternity  
Race  
Religion or belief  
Sex  
Sexual orientation  
Marriage or civil partnership

### 4.4 Risks

There are no risks associated with the approval of this report

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- 4.5      **Staffing**
  - 4.5.1    No impact on staffing
  
  - 4.6      **Accommodation**
  - 4.6.1    No impact on accommodation
  
  - 4.7      **Community Safety**
  - 4.7.1    No impact on Community Safety
  
  - 4.8      **Sustainability**
  - 4.8.1    No impact on sustainability

### Appendices

Appendix 1

Watford Borough Council Pay Policy Statement 2014/15

No papers were used in the preparation of this report.

### File Reference

None