

LONDON BOROUGH OF TOWER HAMLETS

COUNCIL MEETING

26TH MARCH 2014

LOCALISM ACT 2011 – PAY POLICY STATEMENT 2014/15

**REFERENCE FROM THE HUMAN RESOURCES COMMITTEE
MEETING ON 12TH MARCH 2014**

EXECUTIVE SUMMARY

Under Section 38(1) of the Localism Act 2011, the Council is required to adopt a pay policy statement for each financial year.

The Human Resources Committee meeting on 12th March 2014 agreed the proposed pay policy and it is now presented to Council for final approval.

RECOMMENDATIONS

- 1 To adopt the authority's Pay Policy Statement for the year 1 April 2014 to 31 March 2015 as recommended by the Human Resources Committee and presented at Appendix 1 to the Human Resources Committee report attached.
- 2 To agree that if any minor changes to the 2014/15 policy statement are required as a result of future government guidance, these amendments be delegated to the Head of Paid Service after consultation with the Service Head (HR and WD), the Chair of the Human Resources Committee and the Monitoring Officer. Should any fundamental changes be required, then the Pay Policy Statement be referred back to the Human Resources Committee for consideration.

1. DETAILS OF REPORT

- 1.1 The Council's first pay policy statement was adopted for 2012/13 and the Pay Statement for 2013/14 (Appendix 2) was agreed at the HR Committee on 27th March 2013. The statement for 2014/15 (Appendix 1) should be approved and adopted by 31st March 2014 to enable it to be published as soon as is practical in the new financial year.
- 1.2 The Department for Communities and Local Government has produced supplementary guidance to be read alongside existing accountability guidance, which governs pay policy statements, for the past two years. The

2013 guidance, published on 20th February 2013, was taken into consideration in the production of the 2013/14 pay policy statement.

- 1.3 To date, no supplementary guidance has been published in relation to the 2014/15 pay policy statement. Should guidance be published after the 2014/15 pay policy has been considered by Full Council, which requires minor amendments to be made to the pay policy statement, it is proposed that authority be delegated to make such amendments to the Head of Paid Service after consultation with the Service Head (HR and WD), the Chair of the Committee and the Monitoring Officer. Should any fundamental changes be required, the pay policy statement will be sent back to the Human Resources Committee for consideration.
- 1.5 Appendix 1 to the report to Human Resources Committee (attached) sets out the draft policy statement for consideration by Council.
- 1.6 Further details are set out in the report presented to the Human Resources Committee and attached to this cover report.

2. COMMENTS OF THE CHIEF FINANCE OFFICER

- 2.1. Relevant finance comments are presented in the report to the Human Resources Committee (attached).

3. LEGAL COMMENTS

- 3.1. Relevant legal comments are presented in the report to the Human Resources Committee (attached).

4. OTHER IMPLICATIONS

- 4.1 Any other implications are presented in the report to the Human Resources Committee (attached).

5. APPENDICES

Annex 1 – Report to the Human Resources Committee on 12th March 2014.
Appendix 1 to that report – Pay Policy Statement 2014/15
Appendix 2 to that report – Pay Policy Statement 2013/14

Background Papers: Section 100D of the Local Government Act 1972

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