

## BOROUGH OF KETTERING

<b>Committee</b>	COUNCIL	Item 11	Page 1
<b>Report Originator</b>	Strategic Management Team	<i>Fwd Plan Ref No:</i> C13/009	
<b>Wards Affected</b>	All	26th February 2014	
<b>Title</b>	THE LOCALISM ACT 2011 – PAY POLICY STATEMENT		

### 1. PURPOSE OF REPORT

To approve the Pay Policy Statement (2014/15).

### 2. INFORMATION

- 2.1 The Localism Act 2011 requires all councils to approve and publish a pay policy statement by 31<sup>st</sup> March each year for the next financial year.
- 2.2 This is essentially a matter of housekeeping – the pay policy statement simply reflects existing council policies and processes.

### 3. PAY POLICY STATEMENT FOR 2014/15

- 3.1 The pay policy statement for 2014/15 is attached at Appendix 1.
- 3.2 There are only two changes from the 2013/14 statement which was agreed by Council on 27<sup>th</sup> February 2013:-
  - (a) Section 3 has been updated to reflect that S.151 Officer responsibility is at Deputy Chief Executive level.
  - (b) The rate of pay for the lowest paid employees at the Council has increased as an outcome of national pay negotiations which deleted the lowest point on the pay spine.

### 4. LEGAL IMPLICATIONS

- 4.1 It is a legal requirement to publish a pay policy statement.

### 5. RECOMMENDATION

- 5.1 That the Pay Policy Statement (2014/15) be approved.

## BOROUGH OF KETTERING

<b>Committee</b>	COUNCIL	Item 11	Page 2
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Background Papers:

Title                                      Pay Policy Statement 2013/14  
Date                                        Feb 2013  
Contact Officer                         Sam Maher

Previous Minutes/Reports:

Ref:                                         Council  
Date:                                        Feb 2013