

BOROUGH OF KETTERING

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Report Originator	Head of Resources	<i>Fwd Plan Ref No:</i> C15/009	
Wards Affected	All	1 st March 2016	
Title	THE LOCALISM ACT 2011 – PAY POLICY STATEMENT		

1. PURPOSE OF REPORT

To comply with statutory requirements, the Pay Policy Statement for 2016/17 needs to be formally approved by Council.

2. INFORMATION

- 2.1 Since the introduction of the Localism Act in 2011, all councils have had to annually approve and publish a pay policy statement by 31st 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. Although it is essentially a statement of fact, it does require formal Council approval.

3. PAY POLICY STATEMENT FOR 2016/17

- 3.1 The pay policy statement for 2016/17 is attached at Appendix 1.
- 3.2 The main changes from the 2015/16 statement are highlighted below:-
 - a) The rate of pay for the lowest paid employees at the Council has increased as an outcome of national pay negotiations and the implementation of the National Living Wage which will come into effect on 1st April 2016.
 - b) The ratio of pay between the highest and average earners has been recalculated based on pay in October 2015.

4. LEGAL IMPLICATIONS

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

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5. RECOMMENDATION

5.1 That the Pay Policy Statement (2016/17) be approved.

Background Papers:

Title	Pay Policy Statement 2015/16
Date	25 Feb 2015
Contact Officer	Sam Maher

Previous Minutes/Reports:

Ref:	Council
Date:	25 Feb 2015