

BOROUGH OF KETTERING

Committee	COUNCIL	Item 11	Page 1
Report Originator	Head of Resources	<i>Fwd Plan Ref No:</i>	
Wards Affected	All	28 th February 2018	
Title	THE LOCALISM ACT 2011 – PAY POLICY STATEMENT		

1. PURPOSE OF REPORT

To comply with statutory requirements the Pay Policy Statement for 2018/19 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 2018/19

- 3.1 The pay policy statement for 2018/19 is attached at **Appendix A**.
- 3.2 The main changes from the 2017/18 statement are highlighted below:-
- The rate of pay for the lowest paid employees at the Council has increased as a result of changes to the national living wage.
 - The ratio of pay between the highest and average earners has been recalculated based on pay in October 2017.

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 (2018/19) be approved.

Background Papers:

Title	Pay Policy Statement 2017/18
Date	1 March 2017
Contact Officer	Sam Maher