



**Full Council
27 February 2017**

**Report from the Director of
Human Resources and
Organisational Development**

For Information and approval

Wards affected:
ALL

Localism Act 2011 – Pay Policy Statement

1. Summary

- 1.1. Section 38 (1) of the Localism Act 2011 requires English and Welsh local authorities to produce a pay policy statement on an annual basis. The Act does not apply to local authority maintained schools.
- 1.2. The purpose of this report is to inform Full Council of the arrangements that have been put in place in Brent Council to meet the requirements of the Act. The Act requires the pay policy statement to be approved by a meeting of Full Council and therefore this statement is presented for the Full Council meeting to be held on 27 February 2017.
- 1.3. The Pay Policy Statement for the Council is attached. The Statement is consistent with the specific requirements of the Act detailed in the body of this report and sets out all the factual pay information in relation to those requirements. The Act requires the Statement to be produced, approved and published on an annual basis by 31 March each year.
- 1.4. This pay policy statement was approved by the Council's General Purposes Committee on 30 January 2017.

2. Recommendations

- 2.1. It is recommended that Full Council approves the Pay Policy Statement attached to this report as an accurate and factual representation of the Council's pay arrangements for 2017/18. Any amendments required during the year will be brought back to a future meeting of the General Purposes Committee and Full Council for approval.

3. Detail

Requirements of the Localism Act 2011

- 3.1. The Localism Act 2011 (Sections 38 to 43) requires local authorities in England and Wales to publish a pay policy statement for each financial year beginning with 2012-13. This provision of the Act does not apply to staff in local authority maintained schools.
- 3.2. The Act sets out the matters which must be included in an authority's pay policy statement as follows:
 - the remuneration of its "chief officers";
 - the remuneration of its "lowest-paid employees" (together with the definition of lowest paid employees" adopted by that authority for the purposes of the Statement, and the reasons for adopting that definition); and
 - the relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
- 3.3. For the purposes of the Statement, the Act defines who is included under the term "chief officer". It includes the Head of Paid Services (Chief Executive, the Monitoring Officer, the statutory chief officers (directors) as well as non-statutory chief officers and deputy chief officers (managers who report directly to a chief officer).
- 3.4. Remuneration is also defined widely and includes not just basic pay/salary but also any bonuses, charges, fees e.g. election fees or allowances, benefits in kind, and increases enhancements of pension entitlements and termination/severance payments. Remuneration in relation to employees who are not chief officers is also similarly widely defined.
- 3.5. The Statement must set out the Authority's policy on a number of specific aspects of chief officer remuneration:
 - The level and elements of remuneration for each chief officer;
 - The remuneration of chief officers on recruitment;
 - Increases and additions to remuneration for each chief officer;
 - The use of performance related pay for chief officers;
 - The use of bonuses for chief officers;
 - The approach to final payments to chief officers when they leave the authority; and
 - The publication of and access to information relating to remuneration of chief officers.
- 3.6. The Pay Policy Statement must be published on the Authority's website and in any other manner the Authority considers appropriate. There is no requirement to include specific numerical data on pay and reward within the statement. However, it is necessary to consider how the information in the Statement fits in relation to the information authorities are already required to publish, for example, the Local Government Transparency Code 2014.

Brent's Pay Policy Statement

- 3.7. The Policy Statement for Brent has been prepared incorporating all of the above requirements. The statement is attached to this report. There are no new proposals or policy changes attached to the statement as the information reflects current practice and is strictly factual in nature.
- 3.8. The introduction to the statement refers to the council's Workforce Strategy which sets out the overarching objective of having the right people, with the right skills, attitudes and experience, in the right place at the right time to enable the organisation to deliver on its corporate objectives and priorities. The Workforce Strategy 17/20 is currently being drafted. If, as a result of the new workforce strategy, there are any proposals that fundamentally impact on the pay policy statement for 17/18, any amendments to the statement will be brought before General Purposes Committee and Full Council once such impacts are known.
- 3.9. Brent's senior managers covered are those in the top three tiers in the management structure - the Chief Executive (Tier 1), Strategic Directors (Tier 2), Operational Directors (Tier 3) and the Chief Legal Officer (which is the Council's monitoring officer but is a Head of Service level post). This includes all statutory and non-statutory chief officer posts.
- 3.10. All references to terms and conditions in the statement are factual. Where appropriate a link to the relevant pay policy e.g. the council's pension arrangements has been included.
- 3.11. In keeping with the requirements of the Act the statement will be published on the Internet with links to pay policy and information where appropriate.
- 3.12. As set out in the summary to this report the pay policy statement must be approved by a meeting of the Full Council and published by the 31st March each year. The information the authority is required to publish is factual, based on the current pay arrangements. There are no proposals to make any changes to these arrangements subject to any changes in approach to remuneration arising from the review of the workforce strategy. The Full Council at its meeting in February 2017 is requested to approve the Pay Policy Statement for the financial year 2017/18 as required by the Localism Act.

4. Financial Implications

- 4.1. There are no financial implications arising from this report.

5. Legal Implications

- 5.1 The contents of the statement comply with regulation 38 of the Localism Act 2011. The approval of the pay policy will satisfy the technical requirements of Regulation 39 of the Localism Act 2011.

6. Diversity Implications

- 6.1. There are no diversity implications arising from this report.

7. Staffing/Accommodation Implications

Whilst the pay policy statement applies to all staff, as there are no fundamental changes to current arrangements, staff are not impacted by the proposed Pay Policy Statement.

8. Background Papers

8.1. Pay Policy Statement

Contact Officers

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