

TO: COUNCIL
20 JANUARY 2016

**ANNUAL UPDATE OF THE COUNCIL'S PAY POLICY STATEMENT
(Director of Corporate Services – Human Resources)**

1 PURPOSE OF REPORT

- 1.1 Since 2012, and in accordance with the 2011 Localism Act, the Council has been required to publish a Pay Policy Statement. The Statement is also aligned with the requirements of the Transparency Regulations.

2 RECOMMENDATIONS

That the Council agree the Pay Policy Statement for 2016/17.

3 REASONS FOR RECOMMENDATIONS

- 3.1 To comply with the Department of Communities and Local Government (DCLG) guidance and 2014 Transparency Code requirements.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 None. It is a legal requirement to produce and publish the statement.

5 SUPPORTING INFORMATION

5.1 Pay Policy Statement

This is a requirement under the Localism Act. The pay policy statement is attached.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 Section 40 of the Localism Act 2011 requires a Local Authority, in performing its functions regarding Pay Policy Statements to have regard to any guidance issued or approved by the Secretary of State. A local authority must comply with such statutory guidance unless it has good reasons for not so complying.

Borough Treasurer

- 6.2 None

Equalities Impact Assessment

- 6.3 The Bracknell Forest Supplement assists those in lower socio-economic groupings; women and younger employees in particular are strongly represented in the affected group.

Strategic Risk Management Issues

- 6.4 Failure to explicitly respond to guidance on the content of published information will run the risk of challenge from the DCLG.

7 CONSULTATION

Principal Groups Consulted

- 8.1 This was subject to discussion at the Local Joint Committee.

Method of Consultation

- 8.2 By report.

Representations Received

- 8.3 No comments received.

Background Papers

None

Contact for further information

Nicola Gibbons, Chief Officer: Human Resources, 01344 352049

nikki.gibbons@bracknell-forest.gov.uk