

COUNCIL
21 FEBRUARY 2013
PAY POLICY STATEMENT 2013/14
ADDENDUM REPORT

Report from: Tricia Palmer, Assistant Director, Organisational Services

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Summary

To report the views and recommendations of the Employment Matters Committee which considered this report on 19 February 2013.

1. Employment Matters Committee

- 1.1 The Committee considered this report on 19 February 2013. The Head of HR introduced the report which provided details of the Council's Pay Policy Statement 2013/2014. Section 38 (1) of the Localism Act 2011 required English and Welsh Local Authorities to produce such a statement for 2012/13 and for each financial year after that. This set out the policies on remunerating chief officers and other employees, and to set out policy on the lowest paid employees also taking account of charges, fees, allowances, increases in/enhancements of pension entitlements and termination payments. The report noted that Medway did not differentiate significantly between senior and lower levels in terms of the application of its pay and reward policies.
- 1.2 Members asked whether any analysis had been undertaken on the relationship between the upper and lower paid staff and on the basis that such work had not been carried out thus far, that this be included in the future.
- 1.3 The Committee's recommendations to Full Council are set out in paragraph 2 below.

2. Revised recommendations

- 2.1 To agree the Pay Policy Statement 2013/14 as set out in Appendix 1 to the report.
- 2.2 To agree that future Pay Policy Statements include comparative information in respect of the relationship between upper and lower paid staff.

Lead officer contact

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