

**Decision Maker:** **General Purposes and Licensing Committee Council**

**Date:** 14 March 2012  
26<sup>th</sup> March 2012

**Decision Type:** Non-Urgent                      Non-Executive                      Non-Key

**Title:** **PAY POLICY STATEMENT**

**Contact Officer:** Charles Obazuaye, Assistant Chief Executive (HR)  
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**Chief Officer:**  
Charles Obazuaye, Assistant Chief Executive (HR)

**Ward:** N/A

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1. Reason for report

- 1.1 Under the Localism Act 2011 the Council is required to publish a Pay Policy statement which must be prepared and approved by full Council by 31 March 2012.
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2. **RECOMMENDATION(S)**

- 2.1 **Members are asked to recommend that full Council approve the Pay Policy Statement attached as Appendix A.**

### Corporate Policy

1. Policy Status: New policy.
  2. BBB Priority: Excellent Council .
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### Financial

1. Cost of proposal: No cost
  2. Ongoing costs: N/A.
  3. Budget head/performance centre:
  4. Total current budget for this head: £
  5. Source of funding:
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### Staff

1. Number of staff (current and additional): Those staff covered by this report and the accompanying Pay Policy Statement are Chief Officers as defined by the Local Government and Housing Act 1989 as set out in paragraph 1.4 of Appendix A to this report.
  2. If from existing staff resources, number of staff hours:
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### Legal

1. Legal Requirement: Statutory requirement.
  2. Call-in: Call-in is not applicable.
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### Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
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### Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A.
2. Summary of Ward Councillors comments:

### **3. COMMENTARY**

- 3.1. The Localism Act requires the Council to prepare and publish a Pay Policy statement. The statement must articulate the Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees.
- 3.2 The objective of this aspect of the Act is to require authorities to be more open and transparent about local policies and how local decisions are made.
- 3.2 In accordance with the Act the Pay Policy statement attached at Appendix A sets out the Council's current position on various matters relating to the employment of Chief Officers, Deputy Chief Officers and other staff in the Council including the lowest paid employees.

### **4. POLICY IMPLICATIONS**

- 4.1 The statement is a summary of existing policies which will continue to be applied during the financial year 2012/13.

### **5. FINANCIAL IMPLICATIONS**

- 5.1 All decisions taken in accordance with this policy statement will be contained within existing budgets.

### **6. LEGAL IMPLICATIONS**

- 6.1 The requirement to adopt and publish a Pay Policy statement arises under the Localism Act 2011. The Policy statement is consistent with the statutory guidance published by the Secretary of State for Communities and Local Government to which all relevant authorities must have regard.

### **7. PERSONNEL IMPLICATIONS**

- 7.1 As set out in the report and the accompanying policy statement.

<b>Non-Applicable Sections:</b>	
Background Documents: (Access via Contact Officer)	Localism Act 2011 "Openness and accountability in local pay: Guidance under section 40 of the Localism Act" DCLG February 2012