

**HAMBLETON DISTRICT COUNCIL**

**Report To:** Council  
17 September 2013

**From:** Director of Corporate Services

**Subject:** **AMENDMENTS TO STATEMENT OF PAY POLICY**

All Wards  
Scrutiny Committees

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**1.0 PURPOSE AND BACKGROUND:**

- 1.1 The Council is required to adopt a Statement of Pay Policy which, amongst other things, sets out the Council's policy on senior officers' pay.
- 1.2 This report outlines revised Government guidance on pay policy statements and recommends changes to the Council's Statement of Pay Policy.

**2.0 THE REVISED GUIDANCE:**

- 2.1 The revised guidance includes advice on the presentation and accessibility of pay policy statements. These are matters which can be dealt with by officers and do not require a Council decision.
- 2.2 However, the most significant guidance relates to severance payments and does require the Council to amend the Statement of Pay Policy itself. The guidance suggests that proposed severance packages for officers beyond a value of £100,000 should be reported to full Council for approval.
- 2.3 It is therefore recommended that the following paragraph be incorporated into the Council's Statement of Pay Policy:

“Approval of Severance Payments in excess of £100k

The authority will ensure that any severance payment for any post that is in excess of £100k will be considered by full Council. The components of the relevant package, including salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances to be paid will be set out clearly.”

**3.0 LEGAL IMPLICATIONS:**

- 3.1 The Council is obliged to take into account any guidance issued by the Government on this subject by virtue of the Localism Act 2011.

**4.0 FINANCIAL IMPLICATIONS:**

- 4.1 There are no financial implications of this report.

**5.0 RISK ASSESSMENT:**

5.1 There are no significant risks associated with this report.

**6.0 EQUALITIES/DIVERSITY ISSUES:**

6.1 There are no significant equalities/diversity issues associated with this report.

**7.0 RECOMMENDATION:**

7.1 It is recommended that the Council's Statement of Pay Policy be amended as set out in paragraph 2.3

MARTYN RICHARDS

**Background papers:** Department of Communities and Local Government: "Openness and accountability in local pay: Guidance under Section 40 of the Localism Act 2011 (Supplementary Guidance)

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