

# Report of the Appointments Committee

## Pay Policy Statement

Chapter 8 of the 2011 Localism Act (Pay Accountability) requires each council to produce a Pay Policy Statement for each financial year. The Council first published this statement in 2012. As no changes were made in 2013 it was not necessary for the statement to be agreed and published afresh in 2013.

At the Committee's meeting on 5 March 2014 consideration was given to a revised statement (a copy of the full report can be accessed at <http://glostext.gloucestershire.gov.uk/ieListMeetings.aspx?CId=262&Year=0>). The revisions are:

- updates to reflect the changes to staff numbers and budget;
- specific reference in paragraph 5 of the document to those jobs in the Council which attract a salary of in excess of £100k; and
- clarification of the policy with respect to termination payments.

The Committee have acknowledged that the decision by Council to make an additional investment of £211,000 to create a local living wage supplement for Council staff at its meeting on 26 February 2014 will affect this statement and have therefore agreed that the following paragraph should be inserted:

*The Council approved the adoption of a Gloucestershire County Council Living Wage Supplement at its meeting on 26 February 2014. The proposal is to implement this Supplement following consultation with schools.*

With this addition, the Committee is pleased to

## Recommend

**That the attached revised Pay Policy Statement (amended as detailed above) be adopted.**

Cllr Mark Hawthorne

Chairman of the Appointments Committee