

MAIDSTONE BOROUGH COUNCIL

COUNCIL

29 FEBRUARY 2012

**REPORT OF THE MEMBER AND EMPLOYMENT
AND DEVELOPMENT PANEL**

1. PAY POLICY STATEMENT

1.1 Issue for Decision

1.1.1 To approve the Pay Policy Statement for publication.

1.2 Recommendation Made

1.2.1 That the attached Pay Policy Statement be agreed.

1.2.2 That the Chief Executive, in consultation with the Chairman and Political Group Spokespersons, be given delegated authority to make minor amendments to the Pay Policy Statement, if required, prior to publication, including any amendments required following the negotiations with trade unions on the annual pay review.

1.3 Reasons for Recommendation

1.3.1 On 19 January 2012, the Member and Employment and Development Panel considered the report of the Chief Executive regarding a section of the Localism Act 2011 which requires English and Welsh local authorities to produce a pay policy statement for 2012/13 and for each financial year after that and agreed to recommend the Pay Policy Statement to Council as amended by the Head of HR Shared Service.

1.3.2 The Head of HR Shared Service informed the Panel that there are some areas, e.g. the pay multiplier, where clarification is still being sought and, therefore, minor changes may need to be made to the Pay Policy Statement before it is published.

1.3.3 The Panel asked a number of questions regarding, inter alia, definition of earnings, car allowances/mileage rates, market supplements and training of current staff.

1.3.4 The Head of HR Shared Service proposed a number of amendments to the following areas of the Pay Policy Statement, which were agreed by the Panel:-

- Pay multiplier (page 15)
- Car allowances and Bonuses (page 13)
- National Information (Appendix D)
- Explanation of information published (Appendix I(H))

1.3.5 The Panel felt that as there was currently no member of staff receiving a market supplement, then the Pay Policy Statement should say just that and that Paragraph 3.5 regarding Car Allowances should include the different mileage rates paid for the two levels of car allowance.

1.5 **Appendices**

1.5.1 Appendix A - Amended Pay Policy Statement