

MAIDSTONE BOROUGH COUNCIL

COUNCIL

25 FEBRUARY 2015

**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 (attached at Appendix B) for publication.

1.2 Recommendation Made

1.2.1 That Council be recommended to agree the proposed Pay Policy Statement, as attached at Appendix B, for publication on the Council's website after 31 March 2015.

1.2.2 That the Chief Executive be given delegated authority to update the Pay Policy Statement with the pay figures at the end of the financial year, prior to publication.

1.3 Reasons for Recommendation

1.3.1 On 21 January 2015, the Member and Employment and Development Panel considered the report of the Chief Executive (copy attached at Appendix A) regarding the pay policy statement for 2015 and agreed to recommend the Pay Policy Statement to Council, as amended by the Head of HR Shared Service.

1.3.3 The Head of HR Shared Service responded to questions raised by Members with regard to, inter alia, living wage, market supplements, retention of staff and equality of pay across the MKIP Authorities.

1.4 Appendices

1.4.1 App A – Report of the Chief Executive to MEDP on 21 January 2015
App B - Amended Pay Policy Statement