

MAIDSTONE BOROUGH COUNCIL

COUNCIL

5 MARCH 2014

**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 2014.

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 2014, 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 2014 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 and the Hay system of job evaluation.

1.3.4 The Head of HR Shared Service stated that Appendix 1(H) was inaccurate and that the correct version would be circulated to Members of the Panel and attached to the recommendation to Council (the correct version is attached to the Pay Policy Statement at Appendix B).

1.3.5 The Head of HR Shared Service explained that the Pay Policy Statement was not required to be reviewed by the Panel and could go direct to Council if Members wished. However, Members felt it

was important for the Panel to continue to review it and recommend it to full Council.

1.4 **Appendices**

- 1.4.1 Appendix A – Report of the Chief Executive dated 21 January 2014
- Appendix B - Amended Pay Policy Statement