

Council

27 March 2014

Agenda Item 101

Brighton & Hove City Council

Subject: Pay Policy Statement 2014-15 - Extract from the Proceedings of the Policy & Resources Committee Meeting held on the 27 March 2014

Date of Meeting: 27 March 2014

Report of: Head of Law

Contact Officer: Name: **Mark Wall** Tel: **29-1006**
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Wards Affected: All

FOR GENERAL RELEASE***Action Required of the Council:***

To receive the item referred from the Policy & Resources Committee for approval:

Recommendation:

That the Council adopt the pay policy statement 2014/15 attached at Appendix A to the report.

POLICY & RESOURCES COMMITTEE

4.00 pm 20 March 2014

COUNCIL CHAMBER, HOVE TOWN HALL**DRAFT MINUTES**

Present: Councillor J Kitcat (Chair); Councillors Littman (Deputy Chair), G Theobald (Opposition Spokesperson), Morgan (Group Spokesperson), Davey, Hamilton, Lepper, A Norman, Peltzer Dunn, and Shanks.

PART ONE**145 PAY POLICY STATEMENT 2014-15**

145.1 The Executive Director for Finance & Resources introduced the report which detailed the council's pay policy for 2014/15 as required by the Localism Act 2011. She stated that there had been no significant changes to the policy since its last publication in 2013 and therefore recommended it to the committee.

- 145.2 Councillor Littman welcomed the report and stated that he wished to thank the officers involved in producing the policy and noted that it continued to support the drive for value for money.
- 145.3 Councillor G. Theobald welcomed the transparency that the pay policy provided and stated that the public had a right to know the information detailed in the policy. However, he remained concerned that Members were not given the opportunity to vote on the levels of redundancy and severance packages above £100k which was outlined in the Government's Guidance that related to Section 40 of the Localism Act 2011. He also referred to pages 34 and 35 of the agenda and queried whether all professional fees were paid for those officers in the organisation that were required to maintain their professional qualification.
- 145.4 The Monitoring Officer stated that the question of salaries over £100k being determined by all Members was only guidance and was not a mandatory requirement. Having looked at a number of other authorities none had been found which complied with the guidance. The Council's Appointments Panel for senior officers had been established so that it could consider the level of remuneration to be offered and then recommend that to full council for approval. He also noted that the council was obliged to publish the salary details of senior and second tier officers and the use of the Appointments Panel reflected best practice.
- 145.5 The Executive Director for Finance & Resources stated the payment of professional fees differed across the organisation for various reasons and she would provide Councillor Theobald with further information following the meeting.
- 145.6 The Chair noted the comments and put the recommendation to the vote which was carried.
- 145.7 **RESOLVED TO RECOMMEND:** That the Council be recommended to approve the adoption of the pay policy statement 2014/15 attached at Appendix A to the report.