

Pay Policy Statement

Purpose

For decision.

Summary

The LGA's Pay Policy Statement is a dynamic document that, alongside an annual review by Leadership Board, is regularly updated to reflect new legislation and process. The statement was last reviewed by Leadership Board in April 2016, and amended to reflect members' decision to adopt the voluntary London Living Wage.

The policy has been reviewed against the LGA's guide "Pay policy and practice in local authorities" to ensure that, where appropriate, the LGA policy mirrors the recommendations made to local authorities. In line with best practice, pension contribution rates have now been included in the policy.

Separately, the Constitution Task Group has recommended that the remit of the LGA's Independent Remuneration Panel should be extended to advise Leadership Board on senior staffing matters at the Board's request. The Pay Policy Statement will be amended as necessary to reflect the Leadership Board's decision on that recommendation.

Recommendations

That the LGA Leadership Board:

- i. approve the LGA Pay Policy statement (**Appendix A**) and note the inclusion of pension contribution rates;
- ii. commission any further amendments to reflect the Board's decision on the Constitution Task Group's proposal to extend the remit of the Independent Remuneration Panel to advise on senior staffing matters; and
- iii. note that the next annual review is scheduled for April 2018.

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