

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 2017.

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 were included in the policy and these have been updated to reflect 2018 figures.

Other amendments for 2018/19 comprise:

1. Non-standard grades and spot salaries - clarification of policy.
2. Publication of senior salaries – amended to reflect the requirements of the Transparency Code for local authorities and MoU for government improvement grant.
3. Clarification of the process for temporary appointments.

Recommendations

That the LGA Leadership Board:

- i. approve the LGA Pay Policy statement (**Appendix A**) and note the inclusion of the updated pension contribution rates;
- ii. commission any further amendments; and
- iii. note that the next annual review is scheduled for April 2019.

Action

Pay Policy Statement to be updated in line with the Leadership Board's decision.

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