

REPORT OF THE DEPUTY LEADER

ANNUAL PAY POLICY

1. Purpose of Report

1.1 To seek approval to:

- Agree and subsequently publish the Council's Annual Pay Policy Statement in line with statutory requirements.

2. Background

2.1 The Council is statutorily required to undertake an annual review of its pay arrangements and publish this making particular reference to the following:

- The methods by which, salaries of all employees are determined.
- The detail and level of remuneration of its most senior employees i.e. 'chief officers', as defined by the relevant legislation.
- The detail and level of remuneration of the lowest paid employees
- The relationship between the remuneration for highest and lowest paid employees
- The Committee(s)/Panel responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.

The above details can be found in the attached Appendix B - Birmingham City Council Pay Policy statement 2017-18

2.2 In 2016-17 the Council undertook a fundamental review of its pay and grading framework for its JNC cadre known as "Senior Officers" for this purpose. The changes to the pay and grading of senior officers will take effect on 1st July 2017 and the details of this can be found in Annex 2 of appendix B.

2.3 It should be noted that the Council has initiated a fundamental review of its operating model and this will result in changes to positions within the senior leadership structure. Consequently there will be a need to amend the Pay Policy Statement to reflect these new arrangements. The revised statement will be provided to Council Business Management Committee for approval.

Motion

That the City Council:

- 1) Approves the Birmingham City Council Pay Policy Statement 2017-18**
- 2) Approves the publishing of the Pay Policy Statement**
- 3) Note, that as and if required any in year revisions to the Pay Policy Statement will be taken to Council Business Management Committee for approval**

Appendices

Appendix A –Equalities Assessment

Appendix B – BCC Pay Policy statement 2017-18