

Committee:	Council	Date:
Title:	Pay Policy Statement	Monday, 26 February 2024
Portfolio Holder:	Councillor Neil Hargreaves, Portfolio Holder for Finance and the Economy	
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Summary

1. There is a requirement under the Localism Act 2011 for councils to publish an annual Pay Policy Statement which sets out the pay and remuneration of its employees for the forthcoming year.
2. The policy also includes data on the gender pay gap. Publication of this data is required by the Equalities Act 2010 (Specific Duties and Authorities).

Recommendations

3. Council is recommended to:
 - i. Approve the Pay Policy Statement
 - ii. Give delegated authority to the Director – Business Performance and People to update the Pay Policy Statement and associated documents with:
 - a. Pay multiple and average salary figures as at 31 March 2024.
 - b. Revised salary information once the 2024/25 national pay award is agreed.
 - c. The new grading structure if the Chief Executive (Head of Paid Service) decides to amend the grading structure between the current grades 12 and 13.
 - iii. Decide whether it wishes to debate the Pay Policy Statement at this meeting or defer debate until all figures are updated as per paragraphs 11, 12 and 13 below.

Financial Implications

4. There are no implications for the Council's budget beyond those approved as part of the 2024/25 budget setting process.

Background Papers

5. The following papers were referred to by the author in the preparation of this report and are available for inspection from the author of the report.

None

Impact

- 6.

Communication/Consultation	None
Community Safety	None
Equalities	None
Health and Safety	None
Human Rights/Legal Implications	None
Sustainability	None
Ward-specific impacts	None
Workforce/Workplace	The policy sets out the council's remuneration scheme for staff

Situation

7. The Localism Act 2011 put in place a requirement for Councils to approve a Pay Policy Statement before the start of each financial year. The Pay Policy Statement will be used for the forthcoming year to determine recruitment, retention and reward for existing and new staff.
8. All relevant legislation, government directives and guidance notes have been used to compile this Pay Policy Statement.
9. In accordance with the Council's wish to demonstrate transparency, and to comply with the requirements of the Localism Act, the Pay Policy Statement and associated documents will be published on the Council's website.

10. Delegated authority is sought to update figures in the Pay Policy Statement during the 2024/25 year without the need to bring the policy back to Full Council for further approval:

Pay Multiple, Average salaries and Cost of Living increases

11. Under the Localism Act the Council is required to publish pay multiple data. This is the ratio between the highest paid taxable earnings and the median earnings figure of the Council's workforce and is in section 6 of the Pay Policy Statement. The Act specifies the Pay Multiple should be calculated using figures as at 31 March. There is also a requirement to publish average salary data as at 31 March as in section 10 of the statement. Given the need to approve the Pay Policy Statement before 1 April, it is not possible to include the current year's data. Instead, the statement includes last year's data which at the time of submitting the report is the most recent available.
12. At the time of publishing the Pay Policy Statement, there has been no agreement regarding the 2024/25 annual cost of living increases, which is negotiated on behalf of councils between the Local Government Association and Trade Unions. Once agreement is reached, the Council's published pay scales, which are linked from the Pay Policy Statement, will be updated.
13. At the time of writing this report and statement the Chief Executive (Head of Paid Service) is reviewing the grading structure which may result in another grade being added between the current grades 12 (Heads of Service) and 13 (Directors). Recruitment and retention are becoming increasingly difficult at the Head of Service level and benchmarking against other councils has shown that our current grade 12 salary is not competitive for specialist posts at this level. There is a significant difference in salary between the two grades, giving room for an additional grade to be created if considered necessary.
14. Members are invited to indicate if they would like to set aside time in a future Council meeting once the figures have been updated to discuss the revised Pay Policy Statement.

Risk Analysis

15.

Risk	Likelihood	Impact	Mitigating actions
Council does not approve the Pay Policy by 31 March deadline	1 – the Pay Policy Statement is presented in advance of the deadline. It summarises established schemes and practices and contains data that is	3 – the council would be in breach of the Localism Act and Equalities Act	The Pay Policy Statement is presented well ahead of the deadline for publication

	mandated by Government		
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- 1 = Little or no risk or impact
- 2 = Some risk or impact – action may be necessary.
- 3 = Significant risk or impact – action required
- 4 = Near certainty of risk occurring, catastrophic effect or failure of project.