

Report to	County Council
Date of meeting	19 th July, 2022
Lead Member / Officer	Gary Williams, Head of Legal, HR & Democratic Services/Cllr Julie Matthews
Report author	Louise Dougal, HR Manager & Sophie Vaughan, Pay & Reward Specialist
Title	Pay Policy Statement 2022/23

1. What is the report about?

The Localism Act 2011 requires local authorities to prepare pay policy statements. These statements must articulate an authority's own policies towards a range of issues relating to the pay of its workforce particularly its senior staff (or "chief officers") and its lowest paid employees. Pay Policy Statements must be approved by the Council on an annual basis, and published on the relevant website.

2. What is the reason for making this report?

This report seeks approval of the Full Council of the attached Pay Policy Statement which has been drafted in accordance with the requirements of 38 (1) of the Localism Act 2011 and incorporates all existing pay arrangements for the workforce groups within the Council, including Chief Officers and the lowest paid employees.

3. What are the Recommendations?

That Council agree the recommendation from the Senior Leadership Remuneration Panel to the changes to the Pay Policy for 2022/23 (copy in Appendix A)

4. Report details

Pay Policy Statement

Under Section 112 of the Local Government Act 1972 the Council has ‘the power to appoint officers on such reasonable terms and conditions as the Council thinks fit’. This Pay Policy statement sets out the Council’s approach to pay in accordance with the requirements of s38 (1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement each financial year, detailing:

- a) The Council’s Policies towards all aspects and elements of the remuneration of Chief Officers
- b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
- c) The Council’s Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
- d) The relationship between the remuneration of its Chief Officers and other employees.

The Pay Policy has been reviewed for 2022/23 and the following amendments made:

National Pay Awards

The Pay Policy has been updated with the 2021/22 Pay Award and with the situation with to 2022/23 which have not agreed yet.

Chief Officer and Chief Executive Pay Award

The Pay Policy has been updated with the 2021/22 Pay Award for Chief Officers and Chief Executive, where applicable and with the situation with to 2022/23 which have not agreed yet.

Pay Relativities within the Council

Paragraph 7.4 has been updated with the most recent comparison of the lowest paid against the Chief Executive’s salary.

5. How does the decision contribute to the Corporate Priorities?

Having a fair and transparent pay policy will contribute towards a well-motivated workforce who in turn will contribute towards achieving the corporate priorities.

6. What will it cost and how will it affect other services?

There are no new financial implications arising from this Pay Policy.

7. What are the main conclusions of the Well-being Impact Assessment?

The Wellbeing Impact Assessments for the Pay Policy are attached. There are no issues arising out of either assessment.

8. What consultations have been carried out with Scrutiny and others?

Consultation with the Head of Legal, HR and Democratic Services, the Section 151 Officer to ensure all requirements of s38 (1) of the Localism Act are incorporated. Chief Finance Officer Statement

9. Chief Finance Officer Statement

Staff costs form the majority of the Council's revenue expenditure. These costs are increasing due to the both local and national changes to the economic climate, national insurance levels and the various rates of minimum wages. However, the Council has a Medium Term Financial Strategy and robust Budget Process which aims to identify, assess and agree budget proposals in a planned and timely way, which includes forecasts of pay settlements and any changes to policy.

10. What risks are there and is there anything we can do to reduce them?

The Council will be in breach of its legal obligations in respect of the Localism Act if it fails to adopt the Pay Policy.

11. Power to make the decision

S38 (1) of the Localism Act 2011 and section 112 of the Local Government Act 1972 covering the power to appoint officers.