

<b>Report of:</b>	Director of Legal and Governance and Executive Member for Finance and Governance
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<b>Submitted to:</b>	Council
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<b>Date:</b>	27 March 2024
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<b>Title:</b>	Pay Policy Statement 2024/2025
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<b>Report for:</b>	Decision
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<b>Status:</b>	Public
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<b>Strategic priority:</b>	All
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<b>Key decision:</b>	Not applicable
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<b>Why:</b>	Not applicable
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<b>Urgent:</b>	Not applicable
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<b>Why:</b>	
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### **Executive summary**

The Pay Policy Statement sets out the Council's policies on remuneration of its staff in accordance with Section 38 of the Localism Act 2011. The policy must be approved by full Council and is subject to annual review. The Pay Policy Statement sets out details of the various employee policies relevant to the remuneration of Chief Officers in operation within the Council. The actual content of those policies included within the statement will continue to be determined by current mechanisms.

## **Purpose**

1. The purpose of the report is to set out the Pay Policy Statement 2024/2025 for consideration by full Council.

## **Background and relevant information**

2. To comply with the Localism Act 2011, the Council is required to approve a Pay Policy Statement setting out details of the Council's policies on the following:
  - Level of remuneration of Chief Officers / highest paid staff
  - Level of remuneration paid upon recruitment
  - Payment of increments
  - Enhanced / additional pension contributions
  - Payment of bonuses, performance related pay and severance pay for Chief Officers
  - Awarding additional fees for election work
  - The creation of new posts with a salary package over £100,000 per annum
  - Employment of individuals already in receipt of a local government pension
  - Employment of ex-employees as Chief Officers under a contract for services
3. The Pay Policy Statement also sets out:
  - The Council's approach to the pay of its lowest paid employees
  - The relationship between senior officer pay and the Council's remaining employees as set out within the context of the pay multiple calculation
  - How the Pay Policy Statement will be publicised
4. The Pay Multiple has reduced to 5.84 this year from 6.5 last year. This is in part due to a number of TUPE transfers of staff on lower grades.

## **What decision(s) are being recommended?**

5. That the Council:
  - Agree the Pay Policy Statement 2024/25.

## **Rationale for the recommended decision(s)**

6. The Pay Policy Statement is being recommended to ensure that the Council complies with statutory requirements in relation to publication of information required by the Localism Act 2011.

## **Other potential decision(s) and why these have not been recommended**

7. The only other option would be not to approve the Pay Policy Statement. This is not recommended because it would result in failure to comply with the Localism Act 2011.

## **Impact(s) of the recommended decision(s)**

## **Legal**

8. As set out above.

***Strategic priorities and risks***

9. The Pay Policy Statement forms part of the Policy Framework, meaning that it a decision reserved for full Council. Once agreed it will replace the previous year's statement, therefore amending the Policy Framework.

10. The statement sets out how the Council remunerates its senior officers and provides assurance that it is employing fair and transparent employment practices.

***Human Rights, Equality and Data Protection***

11. An Impact Assessment has not been completed as the Pay Policy Statement sets out details of policies already in place within the Council, rather than establishing policy in its own right. The policies set out within the statement have previously been subject to the Impact Assessment process, where required.

***Financial***

12. There are no direct implications arising from the report. It sets out financial detail, but this detail is determined by the Council's range of HR Policies that in place.

## Actions to be taken to implement the recommended decision(s)

Action	Responsible Officer	Deadline
Publish on Council's Website	Nicola Finnegan, Head of HR	31 <sup>st</sup> March 2024

## Appendices

1	Pay Policy Statement
2	
3	

## Background papers

Body	Report title	Date
Council	2023/2024 Pay Policy Statement	February 2023

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