

Report of:	Director of Legal and Governance and Executive Member for Finance and Governance
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Submitted to:	Council – 24 th March 2021
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Subject:	Pay Policy Statement 2021/2022
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Summary

Proposed decision(s)
That Full Council agree the Pay Policy Statement 2021/2022

Report for:	Key decision:	Confidential:	Is the report urgent?
Decision	No	No	No

Contribution to delivery of the 2020-23 Strategic Plan		
People	Place	Business
Not Applicable	Not Applicable	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.

Ward(s) affected
Not Applicable

What is the purpose of this report?

The purpose of the report is to set out the Pay Policy Statement 2021/2022 for consideration by full Council.

Why does this report require a Member decision?

It is a requirement of the Localism Act 2011 (Section 38) that the Council produces an annual Pay Policy Statement, in line with supplementary statutory guidance. The policy must be approved by full Council.

Report Background

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
- 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

The Pay Policy Statement also sets out:

- The Council's approach to the pay of its lowest paid employees
- The relationship between Chief 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

An additional paragraph has been added to the Pay Policy Statement on the development of a policy and procedure for settlement agreements and to introduce a cap on payments (paragraph 19).

What decision(s) are being asked for?

That Full Council agree the Pay Policy Statement 2021/2022.

Why is this being recommended?

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 decisions and why these have not been recommended

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 recommended decision(s)

Legal

As set out above - the Pay Policy Statement is a requirement of the Localism Act 2011.

Financial

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

Policy Framework

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

Equality and Diversity

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.

Risk

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

Actions to be taken to implement the decision(s)

Once approved the current statement will be published on the Council's website.

Appendices

Appendix 1 – 2021/2022 Pay Policy Statement

Background papers

Body	Report title	Date
Council	2020/2021 Pay Policy Statement	October 2020

Contact: Nicola Finnegan, Head of Human Resources

Email: nicola_finnegan@middlesbrough.gov.uk