

**CABINET
FEBRUARY 7 2023**

PAY POLICY

Cabinet Member(s): Cllr Bob Deed
Responsible Officers: Matthew Page, Corporate Manager for People, Governance and Waste
James Hamblin, Operations Manager Human Resources

Reason for Report: To comply with the legislative requirements of the Localism Act 2011 relating to senior pay in particular the role of the Chief Executive, Directors and other senior officers. The Localism Act 2011 requires an annually published Pay Policy which has been adopted by the full Council.

Recommendation: The Cabinet is asked to recommend to Council the Pay Policy 2023.

Financial Implications: None arising from this report which aims to ensure that the Council pays enough to recruit and retain senior staff, but avoids excessive pay levels.

Budget and Policy Framework: This policy sits within the current budget and policy framework.

Legal Implications: None directly arising from this report. The Head of Paid Services (Chief Executive) is required by Article 14 of the Constitution to keep under review the number, grade and organisation of officers, as well as the manner in which the Council's functions is coordinated and discharged. Further, the overall developmental and management structure, as well as the deployment of officers, is to be published.

Risk Assessment: The risk to the Council of not complying with the legislative requirement is mitigated by this report and having a robust performance management system.

Equality Impact Assessment: Equality of pay is a legal requirement and while no specific issues arise from this report, it should be noted that the pay policy contains the annual gender pay gap reporting (as required by law).

Relationship to Corporate Plan: To have a robust Pay Policy which ensures good use of public money in respect of the salaries of the most senior employees of the Council that is both transparent and visible. To ensure the Council is able to recruit and retain staff of a sufficiently high calibre who are able to deliver the objectives of the Corporate Plan.

Impact on Climate Change: No climate change issues highlighted in this report.

1.0 Introduction/Background

- 1.1 The localism bill required that all local authorities publish a Pay Policy on an annual basis. The Policy should be agreed by a meeting of the Council and be published on the Council's website.
- 1.2 The purpose of having a Pay Policy is so that the pay and related awards structure of the Council are transparent. The Pay Policy is detailed in Appendix 1.
- 1.3 At the present time, the Chief Executive is appraised on an annual basis by a group of Members as set out in the Constitution. The Leader consults a review panel which includes the Deputy Leader, the Chairman and Chair of Scrutiny on the objectives to be set and these are agreed with the Chief Executive.
- 1.4 Cabinet and Leadership Team meet on a monthly basis to monitor progress within each service area. Cabinet members can raise issues with the Chief Executive and Directors on performance in any area of the Council.
- 1.5 In discussion with the Cabinet Member for the Working Environment and Support Services, a commitment was given last year to regularly review the content of the Pay Supplement Policy. It is attached in Appendix 2 for information.
- 1.6 In addition, we have also attached a scheme of delegation as required by law to agree potential settlement agreements should a situation arise where they be seen as necessary.
- 1.7 The Cost of Living rise agreed between the LGA and the Unions gave each employee a rise of £1, 925 regardless of their role or grade. This was awarded at the start of November and was paid on the 22 November 2022.
- 1.8 This increase has resulted in the annual mean pay of all employees increasing from £25, 415 in 21/22 to £27, 724 in 22/23. It has also resulted in the pay multiple of the Chief Executive for 22/23 to both the mean salary in the Council and the lowest paid FTE employee decreasing from 21/22.
- 1.8 The pay talks for the 23/24 cost of living rise are due to commence in early February 2023 and so a settlement could be achieved a lot earlier than usual which would be beneficial for both the recruitment and retention of staff. I will keep members updated on the progress of these negotiations.

2.0 Recommendation/Action

- 2.1 The Council is asked to note and approve the attached Pay Policy and its contents regarding the establishment and its pay.

Contact for more Information: Matthew Page, Corporate Manager for People, Governance and Waste, James Hamblin, Operations Manager Human Resources, Cllr Bob Deed Leader of the Council

Circulation of the Report: Cabinet Member seen and approved yes – Cllr Bob Deed, Cabinet, Leadership Team seen and approved yes