

Report for: Cabinet

Date of Meeting:	6 February 2024
Subject:	Pay Policy
Cabinet Member:	Cllr Luke Taylor, Leader of the Council
Responsible Officer(s):	Matthew Page, Corporate Manager for People, Governance and Waste and James Hamblin, Operations Manager - Human Resources
Exempt:	N/A
Wards Affected:	All
Enclosures:	Appendix 1 – Pay Policy 2023

Section 1 – Summary and Recommendation(s)

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(s):

- 1. The Cabinet is asked to recommend to Council the Pay Policy 2023.**

Section 2 – Report

1.0 Introduction/Background

- 1.1 The Localism Act 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 A commitment was given two years ago to regularly review the content of the Pay Supplement Policy. It is attached in Appendix 2 for information. We also have a scheme of delegation as required by law to agree potential settlement agreements should a situation arise where they be seen as necessary. This is attached in Appendix 3.
- 1.6 There has recently been a reset of the structure of Leadership team, following the decision to delete one post from the team, which is reflected in the new data detailed in the Pay Policy. This has resulted in existing directors taking on additional responsibilities and delivers savings in the cost of the council's most senior officers. A reset of the Corporate Management team is currently underway at the time of publishing this paper with affected staff being consulted on proposed changes.
- 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 2023.
- 1.8 This increase has resulted in the annual mean pay of all employees increasing from £27,724 in 22/23 to £31,713 in 23/24. It has also resulted in the pay multiple of the Chief Executive to both the mean salary and the lowest paid FTE employee in the Council decreasing from 22/23.
- 1.9 The gender mean pay gap is 0.97% for the Council compared to 7.7% nationally. We are therefore in a considerably stronger position than many other organisations.

Financial Implications

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

Legal Implications

In accordance with Article 14 of the Constitution. The Head of Paid Service (Chief Executive) is required to keep under review the number, grade and organisation of officers, as well as the manner in which the Council's functions are co-ordinated and discharged.

Risk Assessment

The risk to the Council of not complying with its legislative requirements are mitigated by this report and having robust performance management systems in place.

Impact on Climate Change

No climate change issues are highlighted in this report.

Equalities 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 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.

Section 3 – Statutory Officer sign-off/mandatory checks

Statutory Officer: Andrew Jarrett

Agreed by or on behalf of the Section 151

Date: 23 January 2024

Statutory Officer: Maria De Leburne

Agreed on behalf of the Monitoring Officer

Date: 23 January 2024

Chief Officer: Stephen Walford

Agreed by or on behalf of the Chief Executive/Corporate Director

Date: 23 January 2024

Performance and risk: Steve Carr

Agreed on behalf of the Corporate Performance & Improvement Manager

Date: 22/01/2024

Cabinet member notified: Yes

Report: Exclusion of the press and public from this item of business on the published agenda on the grounds that it involves the likely disclosure of exempt information.

Appendix: Exclusion of the press and public from this item of business on the published agenda on the grounds that it involves the likely disclosure of exempt information.

Section 4 - Contact Details and Background Papers

Contact: Matthew Page, Corporate Manager for People, Governance and Waste (MPage@middevon.gov.uk), James Hamblin, Operations Manager Human Resources (JHamblin@middevon.gov.uk)

Background papers: None.