

PERSONNEL COMMITTEE

Pay Policy Statement 2021-2022

24 March 2021

Report of the Director of Corporate Services

PURPOSE OF REPORT

To ask that Personnel Committee consider and recommend to Full Council the Pay Policy Statement for 2021 – 2022 as required by the Localism Act 2011.

This report is public.

RECOMMENDATIONS

- (1) To consider and recommend to Full Council, on 24 March 2021, the Pay Policy Statement 2021-22.

1.0 Introduction

- 1.1 Section 38 of the Localism Act 2011 places a requirement on local authorities to publish a Pay Policy Statement by the 31st March in each year. This includes the remuneration of its Chief Officers. This Statement must be approved by resolution of Council, and this function may not be delegated. The Statement sets out the Council's arrangements relating to:

- the remuneration of its Chief Officers;
- the remuneration of its lowest-paid employees, and
- the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

- 1.2 The Pay Policy Statement has been prepared in accordance with the requirements of the Localism Act 2011 and having regard to the guidance issued by the Department for Communities and Local Government (DCLG) under Section 40 of the Act.

2.0 Proposal Details

- 2.1 During the course of the year, if the Authority makes any determination relating to the remuneration or any other terms and conditions of a Chief Officer, it must comply with its Pay Policy Statement.
- 2.2 It is recommended that the revised Pay Policy Statement be effective from 1st April 2021.

3.0 Details of Consultation

There has been no consultation, but in preparing the revised Statement, regard has been had to Government guidance.

4.0 Options and Options Analysis (including risk assessment)

In order to comply with the Localism Act 2011, it is necessary for Council to approve a Pay Policy Statement.

5.0 Conclusion

Personnel Committee is requested to approve and recommend to Full Council the Pay Policy Statement for 2021-2022

CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):
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None directly arising from this report.

LEGAL IMPLICATIONS

The Council has a statutory obligation, pursuant to s38 of the Localism Act 2011 to approve annually a Pay Policy Statement.
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FINANCIAL IMPLICATIONS

There are no financial implications arising from approval of the Pay Policy Statement. Salaries and payments within the statement have previously been agreed at full Council, and budget provision has made in accordance with previous agreements.
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OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces
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The Pay Policy Statement 2021 - 2022 has been prepared by HR.

SECTION 151 OFFICER'S COMMENTS

The s151 Officer has been consulted and has no additional comments.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no further comments

BACKGROUND PAPERS	Contact Officer: Catherine Joyce
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Pay and Grading Structure Guidance issued by the Department for	Telephone: 01524 582009 Email: cjoyce@lancaster.gov.uk Ref:
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Communities and Local Government (DCLG)
under Section 40 of the Localism Act 2011.