

# PERSONNEL COMMITTEE

## Pay Policy Statement 2022-2023

9 March 2022

### 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 2022 – 2023 as required by the Localism Act 2011.

**This report is public.**

#### RECOMMENDATIONS

- (1) **To consider and recommend to Full Council, on 16th March 2023, the Pay Policy Statement 2022-23.**

#### 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

2022.

### **3.0 Details of Consultation**

There has been no consultation, but in preparing the revised Statement, regard has been made to Government guidance and national negotiations and consultations.

### **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 2022-2023

<b>CONCLUSION OF IMPACT ASSESSMENT (including Health &amp; Safety, Equality &amp; Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):</b>
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None directly arising from this report.
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<b>LEGAL IMPLICATIONS</b>
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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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<b>FINANCIAL IMPLICATIONS</b>
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This year the pay settlements for the Green Book (1.75%) and Chief Officers (1.5%) have been received much later than is usually the case. The revenue budget for 2021-22 included no inflation in line with the government announcement on a public sector pay freeze. Once it was known that a pay award was being offered, an estimated 2.0% was included for 2021-22 in the calculation of the base budget for 2022-23 (alongside a 2.0% increase for that year too). The impact of this has been included within quarterly monitoring throughout the year.
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With regard to 2022-23, discussions regarding the pay award have not yet taken place. However, as outlined above, the calculated budget now includes a further tolerance of 0.25% for Green Book employees and 0.5% for Chief Officers. These budgets will be monitored as part of the Council's usual monitoring arrangements and any variances will be highlighted at the earliest opportunity prior to inclusion in the budget as part of the 2023-24 budget setting process.
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<b>OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces</b>
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The Pay Policy Statement 2022-2023 has been prepared by HR.
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**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**

Pay and Grading Structure  
Guidance issued by the Department for  
Communities and Local Government (DCLG)  
under Section 40 of the Localism Act 2011.

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