

PERSONNEL COMMITTEE

Pay Policy Statement 2023/2024 Thursday 9th March

Report of the Head of HR and OD

PURPOSE OF REPORT

To ask that Personnel Committee consider and recommend to Full Council the Pay Policy Statement for 2023-2024 as required by the Localism Act 2011

This report is public

RECOMMENDATIONS

(1) To consider and recommend to Full Council, on 15th March 2023, the Pay Policy Statement 2023-2024

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 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.

1.2 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.

1.3 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 In addition to updated salary ranges in-line with the most recent pay award, proposed changes of note for 2023/2024 are as follows:

- Section 3 has been updated to reflect the new leadership structure effective 1st April 2023

- Removal of the requirement for Personnel Committee to approve Chief Officer incremental progression following appraisal as per section 5.1. The Council does not currently have a performance-related pay policy. The involvement of Personnel Committee in this could potentially be unlawful given that the JNC terms specifically prohibit any appraisal process being linked to either pay or performance related pay. Appraisals for Chief Officers are carried out by the Chief Executive as Head of Paid Service.
- Removal of previous section 6.1.3 'Performance Related Pay' as incremental progression is not performance-related
- Section 12 'Re-Employment of Former Chief Officers' amended to state: "It is the Council's policy not to re-employ any chief officer who was previously made redundant from the authority, or later engage them under a contract for service or interim contract except under exceptional circumstances". This previously stated: "Former Chief Officers who were in receipt of redundancy, or other severance payments, may only be considered for re-employment with the Council (which includes engagement through a contract for services) after a period of 12 months has elapsed since their termination date."

This is proposed in conjunction with a change to the Early Termination of Employment Policy & Arrangement.

4.0 Conclusion

4.1 Members are asked to consider and recommend the 2023-2024 Pay Policy to Full Council.

<p>CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing):</p>

<p>No notable impact.</p>

<p>LEGAL IMPLICATIONS</p>

<p>The Council has a statutory obligation, pursuant to s38 of the Localism Act 2011 to approve annually a Pay Policy Statement.</p>

<p>FINANCIAL IMPLICATIONS</p>

<p>No financial implications.</p>

<p>OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces</p>

<p>There are no resource implications arising from this report.</p>

<p>SECTION 151 OFFICER'S COMMENTS</p>
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<p>The Section 151 Officer has been consulted and has no comments.</p>
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<p>MONITORING OFFICER'S COMMENTS</p>

The Monitoring Officer has been consulted and has no further comments.

BACKGROUND PAPERS

2023-2024 Pay Policy
2022-2023 Pay Policy
JNC Conditions of Service Handbook

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