

# Southend-on-Sea City Council

## Report of Executive Director (Strategy, Change & Governance

To

Council

On

**23 February 2023**

Report prepared by: Meryl Harry, HR Service Manager, Pay  
& Reward

Agenda  
Item No.

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### Pay Policy Statement

**Cabinet Member: Councillor Stephen George**

**A Part 1 Agenda Item**

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#### **1. Purpose of Report**

- 1.1 To consider the Pay Policy Statement 2023/24 in the context of the Council's overall Reward Strategy.

#### **2. Recommendations**

- 2.1 That Council agree the Pay Policy Statement as recommended by the Senior Manager Pay Panel.**

#### **3. Background**

- 3.1 Section 38 (1) of the Localism Act 2011 required English and Welsh Local Authorities to produce a Pay Policy Statement for 2012/13 and for each financial year after that.
- 3.2 Pay Policy statements have been completed annually from 2013 and have been agreed by Council each year.
- 3.3 This Policy Statement has been reviewed for 2023/24 and is attached at **Appendix A**. Attached at **Appendix B** is the Council's Reward Policy which has also been reviewed. It is important that the two documents are read together in order to be able to set senior pay in the context of the Council's overall Reward Strategy.
- 3.4 It is a requirement of the Localism Act that the Policy Statement is approved by full Council.

#### **4. Other Options**

None

#### **5. Reasons for Recommendations**

To ensure compliance with Legislation and ensure transparency around pay and reward.

#### **6. Corporate Implications**

##### **6.1 Contribution to the Corporate Plan and Southend 2050 Road Map**

To ensure that staff are rewarded appropriately, to support recruitment and retention of high quality staff which will aid delivery of the Corporate Plan and the 2050 ambition and relevant outcomes.

##### **6.2 Financial Implications**

The details contained in both the Pay Policy Statement and the Reward Policy are in line with agreed salary levels and do not represent an increase in the current cost of salaries.

It should be noted that the nationally negotiated Pay Award for 2023/24 has not been agreed at the time of this review and therefore the salaries are as at April 2022. The pay award will be applied and backdated in line with the Policy once it has been agreed nationally.

##### **6.3 Legal Implications**

The Pay Policy Statement ensures compliance with Section 38(1) of the Localism Act 2011

##### **6.4 People Implications**

The level and distribution of pay and benefits has a considerable effect on the performance of our organisation and on the engagement and productivity of its workforce. It is important therefore that the Council's pay systems are appropriate, transparent, provide value for money and reward staff fairly for the work they perform.

##### **6.5 Property Implications**

None

##### **6.6 Consultation**

None required

## 6.7 Equalities and Diversity Implications

It is critical that the Council's reward system is fair, equitable and consistent in order to ensure that it accords with the organisational values and complies with Equal Pay legislation.

The Council's job evaluation system ensures that the relative weight of each role is objectively measured using consistent and robust criteria that are free from any bias towards a particular group. Other payments within the reward system are monitored to ensure that staff are being treated fairly regardless of gender, race, age, sexual orientation, disability or religion, gender reassignment, marital or civil partner status, pregnancy or maternity.

## 6.8 Risk Assessment

If the Council fails to adopt a Pay Policy Statement it will fail to comply with the requirements of the Localism Act 2011. In addition, the lack of transparency around pay and reward could be interpreted as deliberate and give rise to unnecessary criticism.

## 6.9 Value for Money

Salaries are paid in line with market forces and a recognised Job Evaluation Scheme.

## 6.10 Community Safety Implications

None

## 6.11 Environmental Impact

None

## 7. **Background Papers**

None

## 8. **Appendices**

Appendix A: Pay Policy Statement 2023/24

Appendix B: Reward Policy