

Meeting: Full Council
Date: 22 February 2024
Classification: Part 1
Key Decision: Yes
Title of Report: Pay Policy Statement & Reward Policy Annual Updates

Executive Director: Claire Shuter, Executive Director, Strategy and Change
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Executive Councillor: Cllr Tony Cox

1. Executive Summary

- 1.1. This report brings the annual update of the employee Pay Policy Statement and Reward Policy to Full Council for approval. These two documents together form the Council's overall Reward Strategy.
- 1.2 This is a requirement of the Localism Act.

2. Recommendations

It is recommended 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 2024/25 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 to be able to set senior pay in the context of the Council's overall Reward Strategy.

4. Reasons for Decisions

- 4.1. It is a requirement of the Localism Act that the Policy Statement is approved by Full Council annually.

5. Other Options

- 5.1. None

6. Financial Implications

- 6.1 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.

- 6.2 It should be noted that the nationally negotiated Pay Award for 2024/25 has not yet been agreed and therefore the salaries quoted are as at April 2023. The 2024/25 pay award will be applied and backdated in line with the Policy once it has been agreed nationally.

7. Legal Implications

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

8. Policy Context

- 8.1 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 and the risk of reputational damage.

9. Carbon Impact

- 9.1. None

10. Equalities

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

- 10.2 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.

11. Consultation

- 11.1. The recognised trade unions, Unison and GMB, are informed of the annual Pay Policy Statement update.

12. Appendices

- 12.1 Appendix A: Pay Policy Statement 2024/25
12.2 Appendix B: Reward Policy including appendices

13. Report Authorisation

This report has been approved for publication by:		
	Name:	Date:
S151 Officer	Joe Chesterton	26 Jan 2024
Monitoring Officer	Kim Sawyer	25 Jan 2024
Executive Director(s)	Claire Shuter	26 Jan 2024
Relevant Cabinet Member(s)	Cllr Tony Cox	30 Jan 2024