

Report of the Executive Director

PAY POLICY STATEMENT – 2022/231. Purpose of report

To enable Personnel Committee to see a copy of the Pay Policy for 2022/23 before it goes to Full Council for approval in March 2022.

2. Background

Section 38 of the Localism Act 2011 requires local authorities to publish an annual Pay Policy Statement. The purpose of the statement is to increase accountability in relation to payments made to senior members of local authority staff by enabling public scrutiny.

3. Detail

The Pay Policy Statement for 2022/23, distributed with the agenda, sets out, among other items, the Council's policies relating to the remuneration of its senior officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

Appendix 1 shows the changes that have occurred in this document from the Pay Policy 2021/22. The Pay Policy Statement is at appendix 2.

Recommendation

Committee is asked to NOTE the Pay Policy Statement for 2022/23 which will be submitted to Full Council.

Background papers

Nil.