

PAY POLICY CHANGES

Policy Section	Suggested Change	Reason for Change
Throughout the Policy	Change 2021/22 to 2022/23	To ensure the Pay Policy is updated for 2022/23.
4. Evaluation of Roles at Broxtowe Borough Council	Removal of reference to Senior Officer evaluations from 2015.	A number of evaluations on Senior Officer posts since 2015 has taken place meaning this reference is no longer necessary.
11. Market Related Pay	Paragraph explaining the introduction of a Market Supplement Policy and the removal of the Scarcity Rating.	Market Supplement Policy introduced during 2021/22 with the Scarcity Rating being removed at the same time.
15. Chief Officers Leaving Service i) Redundancy Payments	Update regarding the cap on Exit Payments to employees and the effect on VR calculations at the Council.	The cap was introduced in November 2020 and revoked in February 2021.
17. Payments made in connection with Electoral Services Functions	Sentence in relation to appendix 5 removed.	Appendix 5 has been removed.
19. Definition of Lowest Paid Employee	Additional sentence explaining ratio calculation.	Explanation of why there's been no change from the 2021/22 Pay Policy.
20. Ratio of Pay	Change January to 'November'.	Update for the 2022/23 Pay Policy
22. Gender Pay Gap	Gender Pay Gap figures changed.	Update for the 2022/23 Pay Policy
22. Gender Pay Gap	Sentence included to state the previous years Gender Pay Gap (2019/20).	To provide context for the Gender Pay Gap figures.
23. Foundation Living Wage	Change May to November	To confirm when the Foundation Living Wage will be announced.
23. Foundation Living Wage	Sentence to explain the current situation regarding the pay award.	To identify the difficulties in assessing how the bottom of the Broxtowe Local Pay Scales will compare to the Foundation Living Wage.
Appendix 5 – County Council Elections	Removed	Not applicable for 2022/23.