

PAY POLICY CHANGES**APPENDIX 3**

| Policy Section | Suggested Change | Reason for Change |
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| Throughout the Policy | Change 2022/23 to 2024/23 | To ensure the Pay Policy is updated for 2023/24. |
| Throughout the Policy | Personnel Committee to Cabinet | Following change in May 2022. |
| Throughout the Policy | Remove the term Senior Officers and replace with Chief Officer and/or Head of Service as applicable. | Ensure the Pay Policy terminology is consistent. |
| 3. Scope of the Policy | Update sections for Chief Officers to align with the Local Government and Housing Act 1989. | To become factually correct. |
| 12. Recruitment of Chief Officers | Update location of Constitution to 'Chapter 2 Parts 1 & 2'. Identify the role of the Senior Officers Employment Committee. | Constitution has been updated since the previous pay policy. |
| 15. Chief Officers Leaving Service ii) Severance Payments | Identify the role of the Senior Officers Employment Committee. | Align to Constitution. |
| 15. Chief Officers Leaving Service iii) Flexible Retirement | Removal of sentence stating 'the Council will not waive the costs of early release of pension'. | The Flexible Retirement Scheme Policy already covers this in more detail. |
| 19. Definition of Lowest Paid Employee | Updated amount as at 31 March 2023. | To ensure the Pay Policy is updated for 2023/24. |
| 20. Ratio of Pay | Updated amount as at 30 November 2023. | To ensure the Pay Policy is updated for 2023/24. |
| 22. Gender Pay Gap | Gender Pay Gap figures changed. | To ensure the Pay Policy is updated for 2023/24. |
| 22. Gender Pay Gap | Sentence removed stating the previous year's Gender Pay Gap (2020/21). | Detailed analysis provided as part of the Workforce Profile. |
| 23. Foundation Living Wage | Section rewritten to reflect the Council current position in relation to the Foundation Living Wage. | To compare the bottom of the Broxtowe Local Pay Scales with the Foundation Living Wage. |
| Appendix 3 | Update Information | To become factually correct. |