

PAY POLICY CHANGES**APPENDIX 3**

Policy Section	Suggested Change	Reason for Change
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.