

Full Council
30 March 2023

Report Title	Pay Policy Statement
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List of Appendices

Appendix A – Pay Policy Statement

1. Purpose of Report

- 1.1 It is a legislative requirement that the Council publishes an annual Pay Policy Statement. The Pay Policy Statement provides transparency with regards to the Council's approach to setting the pay of its directly employed workforce (excluding schools) for the year 1 April 2023 to 31 March 2024.
- 1.2 This report seeks approval of the Pay Policy Statement attached at Appendix A and asks Council to note that a package of new pay, terms, and conditions of employment and associated pay and employment policies for North Northamptonshire Council are still to be agreed.

2. Executive Summary

- 2.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement each year. The Pay Policy Statement must articulate the Council's approach to a range of issues relating to the pay of its workforce and must be published on the website by the 31 March each year.
- 2.2 There are no significant changes to the policy statement from the previous year.

3. Recommendations

That Full Council:

- 3.1 Approve the Pay Policy detailed in Appendix A.
- 3.2 Note that terms and conditions of employment (including a new pay structure) will be considered by Full Council.

3.3 *The reasons for this recommendation include:*

- It is a statutory requirement under the Localism Act 2011 for the Authority to approve and publish a Pay Policy Statement.
- Due regard has been given to the requirements of the Localism Act 2011 and associated guidance issued or approved by the Secretary of State, in setting out this Pay Policy Statement.

4. Report Background

- 4.1 Under Section 112 of the Local Government Act 1972, the Council has ‘the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit’.
- 4.2 The Localism Act 2011, “the Act” aims to increase transparency in local government. Section 38 of the Act sets out the requirement for local authorities to publish annual Pay Policy Statements. This includes a requirement that local authority pay policy is approved by democratically elected councillors on an annual basis.
- 4.3 Legislation and supporting government guidance, identifies the statutory contents of a Pay Policy Statement and how it should be presented. The core requirements of the provisions of the Act are that a Pay Policy Statement must set out the Authority’s policies relating to senior salaries, remuneration and pay multiples, including the:
- Remuneration for its lowest paid employees
 - Definition used for this group and the reason for adopting this definition
 - Relationship between Chief Officer remuneration and that of other staff
 - Pay multiple relationship between the highest earnings and the lowest earnings and between the median earnings figure for the whole authority workforce.

5. Issues and Choices

- 5.1 The Pay Policy Statement for 2023/24 sets out the Council’s approach and policies relating to the pay of its directly employed workforce and is attached at Appendix A.
- 5.2 The Pay Policy Statement covers all employees, with the exception of employees based in schools with delegated budgets. This includes employees who transferred into the council under the Transfer of Undertakings (protection of Employment) Act 2006 (TUPE) and employees directly appointed by the council since April 2021 on interim pay terms.
- 5.3 Specifically, the statement details the remuneration of:
- Chief Officers (statutory and non-statutory);
 - The lowest-paid employees; and
 - The relationship between the remuneration of chief officers and employees who are not chief officers.

5.4 'Pay', includes, in addition to basic salary, any charges, fees, allowances, benefits in kind, increases in or enhancements to pension entitlements and termination payments. It does not include any employer pension or NI contributions.

5.5 For the purpose of this pay statement, Statutory Officers include:

- Chief Executive (Head of Paid Service)
- Executive Director, Finance & Performance (Section 151 Officer)
- Executive Director, Children's Services (Director of Children's Services "DCS")
- Executive Director for Adults, Health Partnerships & Housing (Director of Adult Social Services "DASS")
- Executive Director, Customer & Governance (Monitoring Officer)
- Director of Public Health & Wellbeing (Director of Public Health)

Non-Statutory Officers include:

- Executive Director, Place & Economy (designated Deputy Chief Executive)
- Assistant Chief Executive

5.6 The Council currently has interim terms and conditions which were agreed prior to 1st April 2021. The second phase of this is underway and negotiations on pay, terms and conditions are ongoing with recognised Trade Unions. A full package of pay terms and conditions will be considered by Full Council in the coming months following which it will be necessary for an updated Pay Policy Statement to be agreed.

6. Implications (including financial implications)

6.1 Resources and Financial

6.1.1 There are no direct additional resources or financial implications associated with the publication of this Pay Policy Statement.

6.2 Legal & Governance

6.2.1 The adoption of an annual Pay Policy Statement is required of all relevant authorities pursuant to the Localism Act 2011. The Statement must reflect the requirements of the Act and have regard to any guidance issued or approved by the Secretary of State.

6.2.2 The scope of information covered in this Pay Policy Statement is limited until a final package of new pay terms and conditions of employment and associated pay and employment policies have been approved.

6.2.3 This Pay Policy Statement (and subsequent full statement) will be published on the Council's website alongside other data, relating to senior salaries and organisational structure (Local Government Transparency Code 2015), Gender Pay Gap (Equality Act 2010; 2017 regulations) and Trade Union Facility Time (Trade Union (Facility Time Publication Requirements) Regulations 2017).

6.3 Risk

6.3.1 There are no significant risks arising from the proposed recommendations in this report.

6.4 Consultation

6.4.1 Not applicable.

6.5 Consideration by Scrutiny

6.5.1 Not applicable.

6.6 Climate Impact

6.6.1 Not applicable.

6.7 Community Impact

6.7.1 Not applicable.

7. Background Papers

7.1 Not applicable