

HR COMMITTEE – 23 NOVEMBER 2021

PAY POLICY STATEMENT

1. RECOMMENDATION

- 1.1 That it be recommended to the Council that the Pay Policy Statement 2022-23 as set out in Appendix 1 be approved.

2. INTRODUCTION

- 2.1 The Localism Act 2011 requires the Council to prepare a pay policy statement for each financial year. The statement must be prepared and approved by the end of March each year. A recommended statement for 2022-23 is included at Appendix 1. The statement details the policies in place from 1 April 2022.
- 1.2 Pay Award for 2021/22 is being negotiated nationally, once this has been agreed the attached Appendix 1 will be updated. Please refer to point 4 below.

3. BACKGROUND

- 3.1 A pay policy statement must set out the authority's policies for the financial year relating to:
- (a) The remuneration of its chief officers,
 - (b) The remuneration of its lowest-paid employees, and
 - (c) The relationship between –
 - (i) the remuneration of its chief officers, and
 - (ii) the remuneration of its employees who are not chief officers.
- 3.2 The statement must state –
- (a) The definition of "lowest paid employees" adopted by the authority for the purposes of the statement, and
 - (b) The authority's reasons for adopting that definition

4 NATIONAL PAY AWARD FOR 2021/22

- 4.1 The current national offer is to increase the bottom spinal column point by 2.75% and other Spinal Column points up to Chief Officer level by 1.75% and Chief Officer level by 1.5%.
- 4.2 We have already increased our bottom spinal column point to reflect the 2.75% award backdated to April 2021.
- 4.3 We have also increased all other Spinal column points by 1.5% backdated to April 2021.
- 4.4 We are currently awaiting the conclusion of the national negotiations.

5. HR COMMITTEE COMMENTS

- 5.1 The HR Committee will consider the matter on 23 November 2021. The Committee's comments will be reported to the Council in due course.

For further information please contact:

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Background Papers

Pay Policy Statement
Council Feb 2021