

HR COMMITTEE: 12 JANUARY 2023

PAY POLICY STATEMENT

1. RECOMMENDATION

- 1.1 That it be recommended to the Council that the Pay Policy Statement 2023/24 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 2023/24 is included at **Appendix 1**. The statement details the policies in place from 1 April 2023.
- 2.2 Pay Award for 2022/23 has now been agreed nationally for Chief Executives, Chief Officers and those covered by the Green book, and **Appendix 1** has been updated to reflect the changes.

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
- 3.3 The pay policy for 2023/24 has been set up on the basis of the new tier 2 organisational structure (the 3 x Strategic Director model).

4 NATIONAL PAY AWARD FOR 2022/23

- 4.1 The Pay Award for 2022/23 has now been agreed for Chief Executives, Chief Officers and Local Government Services (green Book) employees. As a result, all Spinal Column Points have been increased by £1,925.
- 4.2 As a result of the national pay award and the changes made to the Council's pay spine in October 2022, the lowest pay point on the council's pay structure is now £10.70. The updated pay structure is shown in **Appendix 2**.

5 HR COMMITTEE COMMENTS

- 5.1 The HR Committee will consider the matter on 12 January 2023. The Committee's comments will be reported to the Council in due course.

For further information please contact:

Heleana Aylett
Service Manager – Human Resources
Tel: 023 8028 5662
E-Mail: heleana.aylett@nfdc.gov.uk

Alan Bethune
Strategic Director of Corporate Resources
and Transformation.
Tel: 023 8028 5001
E-Mail: alan.bethune@nfdc.gov.uk

Background Papers

Proposed changes to Pay Spine
Council October 2022