

## PAY POLICY STATEMENT

### 1. RECOMMENDATION

- 1.1 That the committee support the Pay Policy Statement 2024/25 and recommend it's approval by the Council.

### 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 2024/25 is included at **Appendix 1**. The statement details the policies in place from 1 April 2024.
- 2.2 Appendix 1 reflects the nationally agreed Pay Award for 2023/4 for Chief Executives, Chief Officers and those covered by the Green book (which covers NFDC employees).

### 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 2024/25 has been set up on the basis of the new organisational structure (the Strategic Director and Assistant Director model).

### 4. NATIONAL PAY AWARD FOR 2023/24

- 4.1 The Pay Award for 2023/24 has now been agreed for Chief Executives, Chief Officers and Local Government Services (green Book) employees. As a result, all Spinal Column Points up to 47 have been increased by £1,925. Those above scp 47 had an increase of 3.88%. Chief Officer and Chief Executive pay increased by 3.5%.
- 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 £11.70. The updated pay structure is shown in **Appendix 2**.

## **5. HR COMMITTEE COMMENTS**

- 5.1 The HR Committee will consider the matter on 11 January 2024. The Committee's comments will be reported to the Council in due course.

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### **Background Papers:**

Appendix 1 – Pay Policy Statement  
Appendix 2 – Pay scales April 23