

COUNCIL – 26 FEBRUARY 2024

HR COMMITTEE – 11 JANUARY 2024

PAY POLICY STATEMENT 2024/25

1. RECOMMENDATION

1.1 That the Pay Policy Statement 2024/25 at **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 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 considered the matter on 11 January 2024 and supported the Policy for approval.

For further information 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:

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