

**Blaby District Council
Council**

Date of Meeting	31 January 2023
Title of Report	Pay Policy 2022/23 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Maggie Wright - Finance, People & Performance (Deputy Leader)
Report Author	Strategic Director (Section 151 Officer)
Corporate Priority	People Strategy

1. What is this report about?

- 1.1 To present to Members for approval, the proposed Blaby District Council Pay Policy Statement for 2022/23 as set out at Appendix A.
- 1.2 The Pay Policy Statement sets out the remuneration levels for employees and other details such as allowances and the relative pay multiples between employees and the Chief Executive.

2. Recommendation(s) to Council

- 2.1 That the Blaby District Council Pay Policy Statement for 2022/23 be approved.

3. Reason for Decisions Recommended

- 3.1 Section 38 of the Localism Act 2011 requires local authorities to prepare pay policy statements setting out the authority's own policies regarding the remuneration of its staff in particular its senior staff (or 'chief officers') and its lowest paid employees.

4. Matters to consider

4.1 Background

In accordance with the Localism Act 2011, pay policy statements must be prepared and approved by full Council relating to each financial year and following approval, the Statement must be published on the Council's website and complied with when setting terms and conditions of Chief Officers.

The legislation requires that the Pay Policy Statement includes:-

- The Council's policy on the level and elements of remuneration for each Chief Officer.
- The Council's policy on the remuneration of its lowest paid employees (together with its definition of its lowest paid employees).
- The Council's policy on the relationship between the remuneration of its Chief Officers and other Officers, known as the pay multiple.

The Council's policy also includes other specific aspects of Chief Officer's remuneration, the use of performance related pay, any bonuses and termination payments.

4.2 Proposal(s)

This year officers have taken the opportunity to provide clarity of interpretation of part 5.4, with additional wording being included. This revision reflects how part 5.4 is interpreted and has been applied in practice by the Council.

Additional wording is shown in italics.

- 5.4 Incremental progression within grades for all staff takes place annually on 1 April. The exception is that newly appointed, *promoted or regraded* employees with start dates between November and March, who receive their first increment six months after *the* start date of their appointment, *promotion or regrading*. Any subsequent increments will then occur on 1 April in line with all other employees.

The proposal is for the Blaby District Council Pay Policy Statement for 2022/23 be approved.

4.3 Relevant Consultations

- Chief Executive
- Executive Director (S.151 Officer)

4.4 Significant Issues

Publishing the Pay Policy Statement is a legal requirement of the Localism Act 2011. By publishing the Pay Policy Statement, it will ensure greater transparency in regard to how pay is determined, thus ensuring accountability to residents within the Blaby District community. The Pay Policy Statement also sets out how the authority, through its robust pay policies does not discriminate against any groups of staff within the protected characteristics as contained within the Equality Act 2010.

5. What will it cost and are there opportunities for savings?

- 5.1 The approval of the Pay Policy statement itself does not create any costs or opportunity for savings. The financial details of the salary rates are included within Appendix A of the attached Pay Policy Statement.

The Pay Policy Statement details the cost-of-living increases agreed for all staff of Blaby District Council with an increase of £1,925 for each scale point. The cost implications of this increase have been reported to Members through the Quarterly Budget Review Reports considered by Cabinet.

6. What are the risks and how can they be reduced?

- 6.1 No risks have been identified.

7. Other options considered

- 7.1 The Council could not adopt the Pay Policy, though for the reasons outlined in the report this option would carry significant risks with it. Failure to publish a Pay Policy Statement and therefore not complying with the legislation may lead to enforcement risk and/or reputational damage to the authority.

8. Environmental impact

- 8.1 No environmental impact has been identified.

9. Other significant issues

- 9.1 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities, and Climate Local and there are no areas of concern.

10. Appendix

- ## 10.1 Appendix A – Blaby District Council Pay Policy Statement for 2022/23

11. Background paper(s)

- 11.1 None

12. Report author's contact details

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