

**Blaby District Council
Council**

Date of Meeting	25 February 2025
Title of Report	Pay Policy 2024/25 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Maggie Wright - Finance, People & Performance (Deputy Leader)
Report Author	Executive Director (Section 151 Officer)
Strategic Themes	Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 To present to Members for approval, the proposed Blaby District Council Pay Policy Statement for 2024/25 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 2024/25 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 particularly 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)

The proposal is for the Blaby District Council Pay Policy Statement for 2024/25 to be approved.

4.3 Relevant Consultations

Chief Executive
Executive Director (S.151 office)

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 regarding 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.

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

5. Environmental impact

- 5.1 No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

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

- 6.1 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 £1,290 for scale points 2-43 inclusive. The cost-of-living increase for Chief Officers was 2.5% on each scale point. The cost implications of this increase have been reported

to Members through the Quarterly Budget Review Reports considered by Cabinet.

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

7.1 No risks have been identified.

8. Other options considered

8.1 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.

9. Appendix

9.1 Appendix A – Blaby District Council Pay Policy Statement for 2024/25

10. Background paper(s)

10.1 None.

11. Report author's contact details

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