
REPORT TO:	COUNCIL	AGENDA ITEM: 8
DATE OF MEETING:	14 APRIL 2022	CATEGORY: (See Notes) RECOMMENDED
REPORT FROM:	(STRATEGIC DIRECTOR)	OPEN
MEMBERS' CONTACT POINT:	KEVIN STACKHOUSE, (01283 595811) kevin.stackhouse@southderbyshire.gov.uk	DOC:
SUBJECT:	PAY POLICY STATEMENT 2022-2023	
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: (See Notes)

1.0 Recommendations

- 1.1 That the Pay Policy Statement for the financial year 2022/2023 (Appendix 1) is approved for publication.

2.0 Purpose of the Report

- 2.1 The Localism Act 2011 requires all local authorities to publish a Pay Policy Statement on an annual basis. Regulations require the Full Council to consider and approve the Statement for publication in accordance with the Code of Practice on Transparency in Local Government.

3.0 Detail

- 3.1 The Pay Policy Statement (which is attached) reflects the Council's organisation structure as at 1 April 2022.
- 3.2 The pay multiples in Section 6 of the Statement are based on the latest pay scales. The multiple between the pay of the Council's highest paid employee and the lowest paid employee is 1:7.38 which is a rise from the 2021/2022 figure of 1:7.29. It is to be noted, however, that the lowest paid employee is under National terms and conditions for whom the 2021 pay rise has yet to be agreed.
- 3.3 The multiple between the pay of the Council's highest paid employee and the median salary is 1:5.43 which is a very slight decrease compared to 1:5.44 in 2021/2022.

4.0 Financial Implications

- 4.1 There are no financial implications arising from this report.

5.0 Corporate Implications

Employment Implications

5.1 There are no employment implications arising from this report.

Legal Implications

5.2 None directly.

Corporate Plan Implications

5.3 None directly.

Risk Impact

5.4 None directly.

6.0 Community Impact

Consultation

6.1 None directly.

Equality and Diversity Impact

6.2 Equal Pay Audits are undertaken in line with the Council's pay structure. The Council's Equality, Diversity and Inclusion Action Plan will include a review of HR policies including those relating to pay.

Social Value Impact

6.3 The aim of the Pay Policy is to ensure that the Council's approach to setting pay is accessible and to enable local people to take an informed view of whether local decision on all aspects of remuneration are fair and make the best use of public funds.

Environmental Sustainability

6.4 None.

7.0 Conclusions

7.1 The Localism Act 2011 requires the Council to have and publish annually a Pay Policy Statement on its website.

8.0 Background Papers

8.1 Pay Policy Statement 2022/2023 attached.