

<b>REPORT TO:</b>	<b>COUNCIL</b>	<b>AGENDA ITEM: 10</b>
<b>DATE OF MEETING:</b>	<b>13 APRIL 2023</b>	<b>CATEGORY: RECOMMENDED</b>
<b>REPORT FROM:</b>	<b>HEAD OF FINANCE</b>	<b>OPEN</b>
<b>MEMBERS' CONTACT POINT:</b>	<b>CHARLOTTE JACKSON, (01283 595901)</b> <a href="mailto:charlotte.jackson@southderbyshire.gov.uk">charlotte.jackson@southderbyshire.gov.uk</a>	<b>DOC:</b>
<b>SUBJECT:</b>	<b>PAY POLICY STATEMENT 2023-2024</b>	
<b>WARD(S) AFFECTED:</b>	<b>ALL</b>	<b>TERMS OF REFERENCE:</b>

## **1.0 Recommendations**

- 1.1 That the Pay Policy Statement for the financial year 2023/2024 (**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 2023.
- 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 1:6.6 which is a decrease from the 2022/2023 figure of 1:7.38.
- 3.3 The multiple between the pay of the Council's highest paid employee and the median salary is 1:5.11 which is a decrease compared to 1:5.43 in 2022/2023.

## **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 2023/2024 attached.