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| <b>REPORT TO:</b>              | <b>COUNCIL</b>  | <b>AGENDA ITEM: 11</b>     |
| <b>DATE OF MEETING:</b>        | <b>11 APRIL 2024</b>  | <b>CATEGORY: DELEGATED</b> |
| <b>REPORT FROM:</b>            | <b>STRATEGIC DIRECTOR (CORPORATE RESOURCES)</b>   | <b>OPEN</b>                |
| <b>MEMBERS' CONTACT POINT:</b> | <b>FIONA PITTAM</b><br><a href="mailto:fiona.pittam@southderbyshire.gov.uk">fiona.pittam@southderbyshire.gov.uk</a> | <b>DOC:</b>                |
| <b>SUBJECT:</b>                | <b>PAY POLICY STATEMENT 2024/2025</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 2024/2025 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. The 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 (Appendix 1) reflects the Council's organisation structure as of 1 April 2024.

3.2 The pay multiples in Section 6 of the Statement are based on the current pay scales. The multiple between the pay of the Council's highest paid employee and the lowest paid employee is 1:4.72 which is a decrease from the 2022/2023 figure of 1:5.11.

3.3 The multiple between the pay of the Council's highest paid employee and the median salary is 1:6.24 which is a slight decrease compared to 1:6.66 in 2023/2024.

## **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 The annual publication of the Pay Policy Statement ensures compliance with the requirements of The Localism Act 2011.

## **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 None directly.

### **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 decisions 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 completion and publication of the Pay Policy Statement ensures that the Council has met the requirements of the Localism Act 2011.

## **8.0 Background Papers**

- 8.1 Pay Policy Statement 2024/2025 (Appendix 1).