

Report to Council

Wednesday, 21 June 2023
By Robert Laban, Head of HR&OD
DECISION REQUIRED



**Horsham
District
Council**

Not Exempt

Pay Policy Statement – 2023/24

Executive Summary

The Localism Act 2011 set out a provision that requires local authorities to prepare and publish an Annual Pay Policy.

Recommendations

The Council is recommended:

- i) To approve the Pay Policy 2023/24 for publication.

Reasons for Recommendations

- i) To comply with the requirements of the Localism Act 2011, to publish an approved pay policy.

Background Papers

The Pay Policy Statement for the Financial Year 2023/24.

Background Information

1 Introduction and Background

- 1.1 The Localism Act 2011 set out a provision in section 40 that requires local authorities to prepare and publish an Annual Pay Policy. The Pay Policy Statement refers to all employees.
- 1.2 The Pay Policy Statement has been updated to comply with the requirements of the Act and to incorporate changes to pay points as a result of the nationally agreed pay settlement and increases in the Living Wage (Foundation), the National Living Wage and the various bands of the National Minimum Wage (applicable to casual employees below the age of 23 in some grades only).

2 Relevant Council policy

- 2.1 The Council Policy on Senior Pay follows the Joint Negotiating Committee for Chief Executives and the Joint Negotiating Committee for Chief Officers. The Council Policy in relation to other members of staff follows the National Joint Council for Local Government Services.

3 Details

- 3.1 The Pay Policy Statement must be approved annually by Council and be published on its website.
- 3.2 The Pay Policy Statement must set out the Council's policies relating to:
 - Chief Officer remuneration
 - Remuneration of its lowest paid employees
 - The relationship between Chief Executive Officer remuneration and that of other staff.

4 Next Steps

- 4.1 Once approved, the Pay Policy Statement for 2023/24 will be published on the Council's website.

5 Views of the Policy Development Advisory Group and Outcome of Consultations

- 5.1 No consultation has taken place, as there are no changes to the council's Pay Policy Statement, other than the annual update of pay ratios and pay rates.

6 Other Courses of Action Considered but Rejected

- 6.1 No other courses of actions needed to be considered.

7 Resource Consequences

- 7.1 The Council's Pay Policy Statement draws together existing local policies relating to pay and reward. The financial implications of these policies were considered at the time they were established. Any annual uplifts in pay are nationally determined and must be implemented in line with employees' contracts of employment.

8 Legal Considerations and Implications

- 8.1 The Localism Act 2011 provisions in relation to "Pay Accountability" sets out the requirements for Councils to determine and publish annual pay policy statements.

9 Risk Assessment

- 9.1 There are no risks identified.

10 Procurement implications

- 10.1 Not applicable.

11 Equalities and Human Rights implications / Public Sector Equality Duty

- 11.1 The Council Policy for all staff groups follows the respective national Joint Negotiating Committees or is determined at local level through collective bargaining and agreement. Relevant Impact Assessments are being made as part of changes to pay and grading in the context of those reviews.

12 Environmental Implications

- 12.1 There are no environmental implications.

13 Other Considerations

- 13.1 The government's agenda of greater transparency and accountability sets out that councils must publish a list of posts with a numeration of £50,000 and above. To ensure data protection within these parameters, the council is publishing job titles only, plus the range of the respective grades.