

Report to: **Council**
Date: **21 February 2023**
Title: **Pay Policy Statement**
Portfolio Area: **Leader – Cllr N Jory**

Wards Affected: **All**

Urgent Decision: **N** Approval and clearance obtained: **Y**

Date next steps can be taken: Immediately following this meeting.
(e.g. referral on of recommendation or implementation of substantive decision)

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RECOMMENDATION:

That Council agrees the Pay Policy Statement for 2022/23 (as set out at Appendix A).

1. Executive summary

- 1.1. The Council is required under the Localism Act 2011 to agree and publish a pay policy statement each year before 31 March, which includes details of remuneration received by chief officers.
- 1.2. The report proposes that the Council agrees the pay policy statement (attached at Appendix A).

2. Background

- 2.1. Section 38 of the Localism Act 2011 requires local authorities in England and Wales to prepare and publish a statutory pay policy statement for 2012/2013 and each financial year thereafter. Once agreed, the policy will be published on the Council's website.
- 2.2. The pay policy statement sets out the authority's policies for the financial year relating to the remuneration of its chief officers, the remuneration of its median and lowest-paid employees and the

relationship between the salary of the Head of Paid Service and the salaries of the median and lowest paid employees.

3. Outcomes/outputs

3.1. Pay Policy Statement

3.2. The Hutton Report identified that the most appropriate way of measuring pay dispersion within an organisation is the multiple of Head of Paid Service to median earnings. Tracking this multiple will ensure that the Council is accountable for the relationship between the pay of its executives and the wider workforce. Through the pay policy statement, the Council can track this multiple on an annual basis.

3.3. If the relationship between the salary of the Head of Paid Service and the lowest paid employee exceeds a factor of 10, the Full Council is required to consider a report.

3.4. The annual median salary of all employees is £30,095pa.

3.5. The annual salary of the lowest paid employee is £20,043pa.

3.6. The relationship between the remuneration of the Head of Paid Service and the median salary of all employees is 4.6.

3.7. The relationship between the remuneration of the Head of Paid Service and the salary of the lowest paid employee is 6.24.

3.8. Gender Pay Gap

3.9. Although the Council does not have a separate statutory duty to publish a report on the gender pay gap of its employees by 30 March 2022 because it currently employs less than 250 employees, the Council chooses to publish a report on its website.

4. Options available and consideration of risk

4.1. The Council has a legal requirement under the Localism Act 2011 to publish a Senior Pay Policy Statement each year.

5. Proposed Way Forward

5.1. Council is asked to adopt the Pay Policy Statement at Appendix A and publish it on its website to meet its statutory requirements.

6. Implications

Implications	Relevant to proposals Y/N	Details and proposed measures to address

Legal/Governance	Yes	The Localism Act 2011 requires the Council to adopt and publish a Pay Policy Statement annually on or before 31 March.
Financial	Y	There are no risks associated with the report, Pay Policy Statement.
Risk	N	There are no risks associated with the report, Pay Policy Statement.
Comprehensive Impact Assessment Implications		
Equality and Diversity	N	There are no Equality or Diversity implications associated with the report or the Pay Policy Statement or the Pay and Reward Strategy.
Safeguarding	N	There are no Safeguarding implications associated with the report or the Pay Policy Statement.
Community Safety, Crime and Disorder	N	There is no positive or negative impact on crime and disorder reduction associated with the report or the Pay Policy Statement.
Health, Safety and Wellbeing	N	There are no Health, Safety and Wellbeing implications associated with the report or the Pay Policy Statement.
Other implications	N	There are no other implications associated with the report or the Pay Policy Statement.

Supporting Information

Appendices:

A: Pay Policy Statement 2022/23

Background Papers:

There are none

Process checklist	Completed
Portfolio Holder briefed	Yes
SLT Rep briefed	Yes
Relevant Exec Director sign off (draft)	Yes

Data protection issues considered	Yes
If exempt information, public (part 1) report also drafted. (Cabinet/Scrutiny)	Yes/No