

COUNCIL
21 JANUARY 2021

Report of the Chief Executive

LOCALISM ACT – PAY POLICY STATEMENT

SUMMARY

This report meets the requirement to publish the Council's Annual Pay Policy Statement.

RECOMMENDATION

That the annual Pay Policy Statement 2020-2021 is approved.

WARDS AFFECTED

All

STRATEGIC LINK

Every plan, strategy policy, and action of the District Councils flows from the Corporate Plan. The Corporate Plan is put into effect by service plans, policies and strategies. Through the Performance and Development Review scheme (PDR), employees' activities and appraisals are linked to the Corporate Plan which has regard to the need to deliver high quality customer experience whilst balancing employee welfare, terms and conditions of service.

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1. REPORT

- 1.1 The Localism Act, November, 2011, requires relevant authorities to prepare and publish an annual pay policy statement. The relevant provisions came into force on 15 January 2012 and the Council agreed the first Pay Policy Statement on 2nd February 2012. There is a continuing need to review the policy on an annual basis.
- 1.2 The provisions add to the range of transparency obligations already placed upon local authorities e.g. the Accounts and Audit Regulations already require historic expenditure on chief officers within specified pay bands to be disclosed in the accounts.
- 1.3 The Statement must set out the authority's policies for the financial year relating to the:
 - remuneration of its Chief Officers
 - remuneration of its lowest paid employees
 - relationship between the remuneration of its Chief Officers and the remuneration of those employees who are not Chief Officers.

1.4 The term 'Chief Officer' is defined as

- The Head of Paid Service (who is also the Chief Executive)
- Corporate Director
- The Monitoring Officer (who is also the Director of Corporate & Customer Services)
- Section 151 Officer (who is also the Director of Resources).

1.5 The Statement must cover the Council's policies relating to:

- The levels and elements of remuneration for each chief officer (including salary and any bonuses and benefits in kind)
- Remuneration of chief officers on recruitment
- Increases and additions to remuneration for each chief officer
- The use of performance related pay for chief officers (if any)
- The use of bonuses for chief officers (if any)
- The approach to the payment of chief officers on their ceasing to hold office under or to be employed by the authority, and
- The publication of and access to information relating to remuneration of chief officers

1.6 The Council is asked to consider the Pay Statement for the 2020/21 financial year as attached in Appendix 1. The Localism Act specifically refers adoption of the Pay Statement to the Council as a responsibility it cannot discharge.

2. **RISK ASSESSMENT**

2.1 Legal

The requirement to publish a Pay Statement is contained within Section 38 to 43 of the Localism Act 2011, which came into force on 15 January, 2012. The policy appended to the report complies with all ancillary employment and equalities legislation and satisfies the statutory requirement. The legal risk is therefore low.

2.2 Financial

There are no financial risks arising from this report.

3. **OTHER CONSIDERATIONS**

3.1 In preparing this report the relevance of the following factors has also been considered: prevention of crime and disorder, equalities, environmental, climate change, health, human rights, personnel and property.

4. **CONTACT INFORMATION**

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5. **BACKGROUND PAPERS**

None

6. **ATTACHMENTS**

Pay Policy Statement 2020/21 as Appendix 1