

NORTH LINCOLNSHIRE COUNCIL

COUNCIL

IMPLEMENTATION OF THE 2023/2024 PAY POLICY STATEMENT

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To outline and seek approval for the council's proposed Pay Policy Statement for 2023/2024, in accordance with section 38 of the Localism Act 2011.

2. BACKGROUND INFORMATION

- 2.1 The council is required by the Localism Act 2011 (the Act) to prepare an annual Pay Policy Statement. The statement must articulate a council's own policy on a range of issues relating to the pay of its workforce, particularly its senior staff (or 'chief officers') and its lowest paid employees. Pay policy statements must be prepared for each financial year and must be approved annually by Full Council.
- 2.2 Councils retain the autonomy to make decisions on pay that are appropriate to local circumstances. The provisions of the Act do however require individual councils to be more open about their policies in relation to pay and how decisions are made in this regard.
- 2.3 In summary, the Act requires that authorities include in their Pay Policy Statements:
- The approach taken to awarding other elements of pay including severance payments, any additional fees e.g., pay increases, honoraria etc.
 - The approach to the publication of and access to information relating to the remuneration of Chief Officers.
 - The organisation's pay multiple. The 'pay multiple' is the ratio between the highest paid employee and the median average earnings across the council which acts as a means of illustrating the relationship between the highest and lowest paid.

- 2.4 There have been no changes to the approach to pay and reward in the last financial year. The ratio between the highest paid remuneration in the council and the average median remuneration is 6:1. This compares to a ratio of 6.4:1 reported in the 2022/23 pay policy statement.
- 2.5 The Government published the Local Government Transparency Code (2015) to ensure that transparency is the foundation of local accountability and to place more power in citizens' hands. The code sets out the minimum data that local authorities should be publishing, the frequency it should be published and how it should be published. The council's datasets can be viewed by searching for 'Open data' at www.northlincs.gov.uk

3. OPTIONS FOR CONSIDERATION

- 3.1 To consider and accept the proposed Pay Policy Statement for 2023/2024.
- 3.2 To reject the Pay Policy Statement for 2023/2024.
- 3.3 To make recommendations to extend the provisions of the proposed Pay Policy Statement 2023/2024 beyond the minimum statutory requirements.

4. ANALYSIS OF OPTIONS

- 4.1 The proposed Pay Policy Statement meets the requirements of the Act. Where possible it cross references other council policies on pay and terms and conditions of employment.
- 4.2 The Act sets out in detail the specific minimum elements which the Pay Policy Statement must include. Not agreeing and publishing a Pay Policy statement for Chief Officers would mean that the council has failed to meet a statutory obligation.
- 4.3 Given that Pay Policy statements must be published by 1 April each year following consideration by an open meeting of full council, a decision on its content has to take place at this meeting. Recommending changes to the proposed Pay Policy statement and the council's existing pay strategy would necessitate significant consultation and would mean the council is unlikely to meet its statutory obligations in this area.

5. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

5.1 There are no direct financial implications.

5.2 There are no direct staffing implications. The Pay Policy Statement for 2023/2024 reflects the council's existing practice on pay for Chief Officers.

5.3 A copy of the council's Pay Policy Statement for 2023/2024 will be published on the council's website.

6. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

6.1 None.

7. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

7.1 The council's Pay Policy Statement complies fully with the minimum requirements of section 38 of the Localism Act 2011.

8. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

8.1 The trade unions have been informed of the pay multiple and have been provided with a copy of the council's Pay Policy Statement for 2023/2024.

9. RECOMMENDATIONS

9.1 That the proposed Pay Policy Statement for 2023/2024 be approved and adopted.

DIRECTOR OF ECONOMY AND ENVIRONMENT

Church Square House
SCUNTHORPE
North Lincolnshire
DN15 6NL
Author: Rebecca Stanford
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Background Papers used in the preparation of this report – None.