

Report sponsor: Heather Greenan – Director of
Corporate Management
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Barber – HR Advisors

Pay Policy Statement 2024/25

Purpose

- 1.1 The Localism Act (2011) requires local authorities to prepare an annual pay policy statement and to have it approved by Council. The statement for 2024/25 is attached to this report for consideration.
- 1.2 In addition to the pay policy statement and as part of the Local Government Transparency Code (2015) we are required to publish details of senior salaries over £50,000 on the Council's website. The senior salary report for 2024/25 has been attached for reference only.

Recommendations

- 2.1 To approve the Pay Policy Statement attached at Appendix 1.
- 2.2 To note that, when approved, the Pay Policy Statement will be published on the Council's website.

Reason

- 3.1 To comply with the requirements of the Localism Act (2011) and the Local Government Transparency Code (2015)

Supporting information

- 4.1 The strands of fairness, accountability and transparency were enshrined in Section 38 of the Localism Act 2011.

This section placed a requirement on local authorities to set out the council's policies for the financial year in relation to:

- the remuneration of its Chief Officers
- the remuneration of its lowest-paid employees
- the relationship between the remuneration of its Chief Officers and other Officers

- 4.2 The definition of a 'Chief Officer' under the Act includes 'Deputy Chief Officers' which in Derby means that Service Director posts as well as Strategic Director posts and the Chief Executive are covered by the statement. The Act does not however apply to teaching staff within local authority schools.
- 4.3 The statement must include the definition of 'lowest-paid employees' and reasons for adopting that definition. It must also include the council's policies on the remuneration of Chief Officers relating to:
- the level and elements of remuneration
 - remuneration on recruitment
 - increases and additions to remuneration
 - the use of performance-related pay
 - the use of bonuses
 - the approach to payments when employment is ceased
 - the publication of and access to this information
- 4.4 The statement may also include other terms and conditions of Chief Officers.
- 4.5 Once approved the statement must be complied with when the council sets its terms and conditions for Chief Officers. The statement can be changed during the year but only by Council.
- 4.6 The senior salary report details information such as salaries over £50,000 (in brackets of £5,000), budget amounts, direct reports, and a brief description of the role – see Appendix 2. The senior salary report is published alongside the pay policy statement on the Council's website – see Appendix 3.

Public/stakeholder engagement

- 5.1 None for this report

Other options

- 6.1 No other options have been considered (there are none under the Act).

Financial and value for money issues

- 7.1 The Pay Policy sets out current remuneration arrangements for senior managers in the Council.

Legal implications

- 8.1 The Pay Policy has been prepared in line with the requirements of the Localism Act (2011) and Guidance prepared by the Department of Local Government and Communities.

Climate implications

9.1 None arising directly

Socio-Economic implications

10.1 None arising directly

Other significant implications

11.1 None arising directly

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal	Paul McMahon	15/2/24
Finance	Alison Parkin, Director of Finance	16/2/24
Service Director(s)		
Report sponsor	Heather Greenan, Director of Corporate Management	15/2/24
Other(s)	Liz Moore, Head of HR	16/2/24

Background papers:	
List of appendices:	Appendix 1 - Draft Pay Policy Statement 2024/25 Appendix 2 - Introduction to the Senior Salary Report 2024/25 Appendix 3 - Senior Salary Report 2024/25