

Report sponsor: Simon Riley– Strategic Director
of Corporate Resources
Report author: Nicola Gerrard/Rebecca Hilton-
Barber – HR Advisors

Pay Policy Statement 2023/24

Purpose

- 1.1 The Localism Act requires local authorities to prepare an annual pay policy statement and to have it approved by Council. The statement for 2023/24 is attached to this report for consideration.

Recommendation(s)

- 2.1 To approve the Pay Policy Statement attached at Appendix 2.
- 2.2 To note that, when approved, the Pay Policy Statement will be published on the Council's website.

Reason(s)

- 3.1 To comply with the requirements of the Localism Act 2011

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.

Public/stakeholder engagement

- 5.1 None for this report

Other options

- 6.1 No other options have been considered.

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

Other significant implications

10.1 None arising directly

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal	Charlotte Hutton, Principal Lawyer	09/02/23
Finance		
Service Director(s)	Alison Parkin, Acting Director of Finance	10/02/23
Report sponsor	Simon Riley, Director of Corporate Resources	15/02/23
Other(s)	Liz Moore, Head of HR	14/02/23

Background papers:	
List of appendices:	Draft Pay Policy Statement 2023/24 Senior Salary Report