

TEWKESBURY BOROUGH COUNCIL

Report to:	Council
Date of Meeting:	22 February 2022
Subject:	Pay Policy Statement
Report of:	Head of Corporate Services
Corporate Lead:	Chief Executive
Lead Member:	Lead Member for Organisational Development
Number of Appendices:	One

Executive Summary:

The Localism Act 2011 requires the Council to approve and publish a Pay Policy Statement relating to the pay of its workforce each financial year. This Pay Policy Statement 2022-23 has been slightly updated from the previous statement and sets out Tewkesbury Borough Council's (the 'council') approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

Recommendation:

To approve the Pay Policy Statement 2022-23.

Reasons for Recommendation:

To fulfil our obligations under the Localism Act 2011.

Resource Implications:

A clear pay policy statement reduces risks associated with lack of clarity in relation to pay.

Legal Implications:

The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement which outlines the local authority's approach to the pay of its workforce and in particular the pay of its senior staff. The authority is also required to publish specific information on the pay and reward of senior staff earning more than £50,000 on its website in line with the guidance in the Local Government Transparency Code 2015.

Risk Management Implications:

A clear Pay Policy Statement reduces risks associated with lack of transparency and consistency in relation to pay.

Performance Management Follow-up:

The HR & OD Manager to be responsible for publishing the Pay Policy Statement 2022-23 on the transparency section of the Council's website.

Environmental Implications:

None.

1.0 INTRODUCTION/BACKGROUND

- 1.1** The Localism Act 2011 requires the Council to approve and publish a Pay Policy Statement relating to the pay of its workforce each financial year. This Pay Policy Statement 2022-23 has been slightly updated from the previous statement and sets out Tewkesbury Borough Council's (the 'council') approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

Amendments have been highlighted as tracked changes for convenience.

2.0 AMENDMENTS TO PREVIOUS PAY POLICY STATEMENT

- 2.1** The Pay Policy Statement was more significantly updated last year, so this year only minor changes.

Changes are largely around changing statistics and finances, but also covers the new salary sacrifice scheme available and removes references to the now deleted Deputy Chief Executive post.

3.0 OTHER OPTIONS CONSIDERED

- 3.1** The Council is legally required to approve and publish this statement so no other options are possible.

4.0 CONSULTATION

- 4.1** The S151 Officer and key members of the Finance Team have been consulted.

5.0 RELEVANT COUNCIL POLICIES/STRATEGIES

- 5.1** None.

6.0 RELEVANT GOVERNMENT POLICIES

- 6.1** Localism Act 2011.

7.0 RESOURCE IMPLICATIONS (Human/Property)

- 7.1** Clarity around issues relating to pay is important for the smooth and effective operation of the Council. Clarity is provided by this statement.

8.0 SUSTAINABILITY IMPLICATIONS (Social/Community Safety/Cultural/ Economic/ Environment)

- 8.1** None.

9.0 IMPACT UPON (Value For Money/Equalities/E-Government/Human Rights/Health And Safety)

- 9.1** A clear framework for issues relating to pay, which is then consistently applied, protects public money and reduces the risks of equalities issues developing.

10.0 RELATED DECISIONS AND ANY OTHER RELEVANT FACTS

10.1 None.

Background Papers: None.

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Appendices: Tracked changes version of the proposed Pay Policy Statement 2022-23