

	
<b>Council</b>	21 <sup>st</sup> October 2021
Report of the Director of Governance Portfolio of the Executive Member for Finance & Performance	

## **Pay Policy 2021/22 Update**

### **Summary**

1. The purpose of the report is to present the council's updated Pay Policy Statement for 2021/2022.
2. This has been updated since the March report to reflect the changes to the Chief Officer Structure as agreed through Staffing Matters and Urgency in December 2020.

### **Background**

3. Section 38 – 43 of the Localism Act 2011 introduced a requirement for the council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.
4. The Pay Policy Statement has been produced following the requirements of the Act and guidance issued by the Secretary of State for Communities.

### **Consultation**

5. Approval of the Policy Statement is by full council, consultation with other management bodies is not required.

### **Options**

6. Option one - To endorse the updated Pay Policy Statement.

## 7. Option two - To reject / amend the Pay Policy Statement.

### **Analysis**

8. There is no change in the councils pay policy since the annual March report. This update merely serves to show the information relating to the new Chief Officer structure.
9. The Council is a Living Wage employer and its minimum level of pay is the rate set by the Living Wage Foundation for 'Outside London'. For 2021/22 this rate is £9.50 per hour, equivalent to an annual salary of £18,328. For the majority of staff in the Council their basic pay will be at the Living Wage rate but the Council's Living Wage supplement is in place to bridge any gap between basic pay and the Living Wage rate.
10. The pay multiple (the ratio between the highest paid base salary in the council and the median salary) is reported as part of the Pay Policy Statement. The ratio is based on the salary of the highest paid permanent role; that of the Chief Operating Officer. The median average has been used for calculating the pay multiple. The ratio remains unchanged from that reported last year at 5.39:1.
11. Salary information is already published for certain senior staff under the requirements of The Accounts and Audit (England) Regulations (2011) and the Local Authorities Transparency Code. Information can also be found in the council's website at: <https://data.yorkopendata.org/dataset/senior-officers-salary> . The updated Pay Policy Statement and its Annexes will also be published in this section of the website.

### **Council Plan**

12. The council's pay policy and production of this policy statement aligns with the core outcomes of 'an open and transparent council' and 'well paid jobs and an inclusive economy'.

## **Implications**

### **(a) Financial**

There are no financial implications for the report.

### **(b) Human Resources (HR)**

There are no human resource implications for the report.

### **(c) Equalities (Contact – Equalities Officer)**

There are no equalities implications for the report.

### **(d) Legal**

The Pay Policy Statement meets the requirements of the Localism Act and also meets the requirements of guidance issued by the Secretary of State for Communities and Local Government to which the authority is required to have regard under Section 40 of the Act.

### **(e) Crime and Disorder**

There are no implications for crime and disorder.

### **(f) Information Technology (IT)**

There are no implications for IT.

### **(g) Property**

There are no implications for property.

### **(h) Other**

Other implications are covered in the body of the report.

## Risk Management

15. There are no significant risks associated with production of the Policy.

## Recommendations

16. That in order to fulfil the requirements of Sections 38 - 43 of the Localism Act 2011:
- (i) Council approves the updated Pay Policy Statement for 2019/20 relating to the pay of the Council's senior staff.

Reason: In order to fulfil the requirements of Section 38 – 43 of the Localism Act 2011 for the council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.

## Contact Details

<b>Authors:</b>	<b>Chief Officer Responsible for the report:</b>		
Judith Bennett Pay, Reward and Policy Manager Tel No. 01904 551716	Janie Berry, Director of Governance Tel no. 01904 555385		
	<b>Report Approved</b>	√	<b>Date</b> 7/7/21
<b>Specialist Implications Officer(s)</b>			
<b>Wards Affected:</b> None			<b>All</b>

**For further information please contact the author of the report**

**Background Papers:**

None

**Annexes:**

Pay Policy Statement and its Annexes:

Pay Policy Statement

Annex A - Chief Officer Pay Policy

Annex B - Chief Officer Remuneration Details

Annex C - Number of other (non- senior) employees with remuneration over £50,000

Annex D - Public Health Remuneration Details and Policies

Annex E - Publication Requirements