

Title: Pay Policy Statement 2023-24
 Lead Officer: Tracy Dolphin tracy.dolphin@warwickdc.gov.uk
 Portfolio Holder: Councillor Jody Tracey
 Wards of the District directly affected: None

Approvals required	Date	Name
Portfolio Holder	17.2.23	Jody Tracey
Finance	17.2.23	Andrew Rollins
Legal Services		-
Programme Director for Climate Change	17.2.23	Dave Barber
Chief Executive	17.2.23	Chris Elliott
Head of Service(s)	17.2.23	Tracy Dolphin
Section 151 Officer	17.2.23	Andrew Rollins
Monitoring Officer	17.2.23	Andrew Jones
Leadership Co-ordination Group		-
Final decision by this Committee or rec to another Cttee / Council?	No Recommendation to: Council on 15 March 2023	
Contrary to Policy / Budget framework?	No	
Does this report contain exempt info/Confidential? If so, which paragraph(s)?	No	
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No	
Accessibility Checked?	Yes	

Summary

The report presents the Council's Pay Policy Statement for 2023-2024 as required under the Localism Act 2011, Chapter 20, Part 1 Local Government, Chapter 8 Pay Accountability.

Recommendations

- (1) That the Employment Committee recommends that Full Council approve the Pay Policy Statement in – Appendix 1 – as presented and agree for its publication for the 2023-24 financial year.
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1 Reasons for the Recommendations

- 1.1 Agreeing and publishing the Pay Policy is a legal requirement. The statement must be published once it has been approved, this will be on the Council's website.
- 1.2 The report gives a definition of Chief Officers and lowest paid employees. It covers different elements of remuneration and outlines the guidelines and policies that govern remuneration.
- 1.3 The Pay Policy Statement must be prepared on an annual basis beginning with 2012-2013 financial year and each subsequent year as set out in the Localism Act 2011.
- 1.4 The statement must contain details of the authority's policies in relation to remuneration for its Chief Officers.
- 1.5 It must also include a definition of its lowest paid workers and the policy in relation to their remuneration.
- 1.6 It must include the relationship in remuneration between Chief Officers and lowest paid workers; this has been illustrated by ratios.
- 1.7 The statement also includes levels and elements of remuneration for Chief Officers, remuneration for the recruitment of Chief Officers, increases and additions to Chief Officers, performance related or other bonuses for Chief Officers, the approach to Chief Officer remuneration if they cease to hold office or cease employment and the publication of and access to information relating to Chief Officer remuneration.

2 Alternative Options

- 2.1 There are no alternative recommendations in respect of the Pay Policy Report as it is a legal requirement.

3 Legal Implications

- 3.1 It is required by law to under the Localism Act 2011, Chapter 20, Part 1 Local Government, Chapter 8 Pay Accountability.

4 Financial

- 4.1 The adoption of the report will have no direct budgetary implications the Council.

5 Business Strategy

- 5.1 In respect of the Business Strategy the report only impacts on the internal

elements of People – Effective Staff. In respect of People – Effective Staff, the report recommends publication of the report to support transparency and accessibility.

6 Environmental/Climate Change Implications

6.1 No implications.

7 Analysis of the effects on Equality

7.1 This report supports transparency and accessibility of information that is key to supporting the Council's Equality Agenda. It does not however directly impact on any protected characteristics.

8 Data Protection

8.1 There are no employee data protection implications of this proposal as the publication and accessibility of this information is required by law.

9 Health and Wellbeing

9.1 The proposals support the overall wellbeing of staff by ensuring transparency and accessibility to employment policies and processes.

10 Risk Assessment

10.1 Agreeing and publishing the Pay Policy Statement is a legal requirement. By complying, this should remove any risk of external challenge to the Council.

Background papers:

None

Supporting documents

None