

# Allerdale Borough Council

Council – 18 May 2022

## Pay Policy Statement 2022/2023

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<b>Portfolio holder</b>	Councillor Marion Fitzgerald
<b>Report from</b>	Nik Hardy, Assistant Chief Executive (Policy, Performance and Economic Strategy)
<b>Wards affected</b>	All
<b>Is this a key decision</b>	No

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### 1.0 The reason for the decision

- 1.1 There is a statutory requirement for Councils to prepare a Pay Policy Statement during each financial year. The specific requirements of the statement are laid out in Section 38 of the Localism Act 2011.
- 1.2 Changes to the Pay Policy Statement must be approved by Council.

### 2.0 Recommendations

- 2.1 That Members approve the pay policy statement attached to this report as Appendix A.

### 3.0 Background and Introduction

- 3.1 A Pay Policy Statement must set out the authority's policies for the financial year relating to:
  - the remuneration of its chief officers,
  - the remuneration of its lowest-paid employees, and
  - the relationship between:
    - the remuneration of its chief officers, and
    - the remuneration of its employees who are not chief officers
- 3.2 The statement must also include:
  - the definition of “lowest-paid employees” adopted by the authority for the purposes of the statement, and
  - the authority's reasons for adopting that definition
  - the authority's policies relating to:
    - the level and elements of remuneration for each chief officer

- remuneration of chief officers on recruitment
- increases and additions to remuneration for each chief officer
- the use of performance-related pay for chief officers
- the use of bonuses for chief officers
- the approach to the payment of chief officers on their ceasing to hold office under or to be employed by the authority and
- the publication of and access to information relating to remuneration of chief officers.

3.3 The Chief Executive (as the Head of Paid Service) is responsible for ensuring the provisions set out in this statement are consistently applied throughout the Council.

#### **4.0 Content (to include alternative options considered)**

4.1 Changes to the Pay Policy Statement must be approved by Full Council. The Pay Policy Statement was last approved by Council in September 2022 upon conclusion of the corporate restructure.

4.2 The Council aims to consider this report in March each year but the timing of the pay award for 2021/22 and the Council meeting calendar means that the May meeting of the Council is the first opportunity to update the Statement.

4.3 Members may choose to approve, amend or reject the Pay Policy Statement, as attached to this report as Appendix A.

#### **5.0 Delivery arrangements**

5.1 Any changes arising from this report will be enacted and delivered by officers.

#### **6.0 Implications and Impact**

##### **6.1 Contribution to Council Strategy Priorities, Outputs and Outcomes**

The pay policy provides the remuneration for the structure that allows the Head of Paid service to discharge their duties and resources required to deliver the Council Plan.

##### **6.2 Finance/Resource implications**

There are no financial implications arising directly from this report.

##### **6.3 Legal and governance implications**

There are no legal implications arising directly from this report.

##### **6.4 Risk analysis**

A scored and mitigated risk log

<b>Risk</b>	<b>Consequence</b>	<b>Controls required</b>	<b>Mitigated score</b>
The new pay policy does not attract high quality candidates	Does not lead to delivering improved services and Council Plan outcomes.	Market testing.	2x4

**6.5 Increasing satisfaction and service**

Statutory obligation to update and publish the Council's Pay Policy Statement in March each year.

**6.6 Equality impacts**

Equality impacts have been considered and there are no direct implications arising from this report.

**6.7 Health and Safety impacts**

Health and safety impacts have been considered and there are no direct implications arising from this report.

**6.8 Health, wellbeing and community safety impacts**

Health, wellbeing and community safety impacts have been considered and there are no direct implications arising from this report.

**6.9 Environmental/sustainability impacts**

Environmental and sustainability impacts have been considered and there are no direct implications arising from this report.

**6.10 Other significant implications**

There are no other significant implications arising directly from this report.

**Appendices attached to this report**

<b>Appendix number</b>	<b>Title of appendix</b>
<b>A</b>	<b>Pay Policy Statement</b>

**Background documents available**

<b>Name of background document</b>	<b>Where it is available</b>

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