

Staffing Committee

Meeting Date: 6 March 2024

Issue Title: PAY POLICY STATEMENT FINANCIAL YEAR 2024/2025

Report of: Chief Executive

Cabinet Portfolio:

Confidentiality: Non Exempt

Purpose of Report

1. Under the Localism Act 2011, the Council must consider and approve a pay policy statement for the financial year. This report seeks approval from Staffing Committee for a statement covering 2024/25 to be recommended to Council.

Recommendation

- A. The Pay Policy 2024/2025, attached as Appendix 1 to this report, should be recommended to Council for approval.
- B. That the staff numbers and vacancies provided in Appendix 2 are noted.
- C. That the Exit interview data provided in Appendix 3 is noted.

Background

2. Under the Localism Act 2011, the Council must consider and approve a pay policy statement for the financial year. The Council's pay policy statement for 2024/25 is set out in Appendix 1.
3. The Act sets out specific information that must be included in the Pay Policy Statement: a) The remuneration of all employees, including "lowest paid employees", b) the remuneration of its Chief Officers, c) the relationship between the remuneration of its Chief Officers and all other employees (Section 5)
4. The Pay Policy for 2024/25 is attached to this report as Appendix 1. At the time of preparing this report, no decision has been made by the National Joint Council (NJC) or UNISON regarding a 2024/25 pay award. Chief Officers' pay is negotiated under the Joint Negotiating Council for Chief Officers and Chief Executives.

Main Issues

5. The Pay Policy Statement contains two main components. It sets out the framework within which pay is determined in the Council and provides an analysis comparing the remuneration of the Chief Executive with other authority employees.
6. The lowest, median and highest Full Time Equivalent salaries as at 29 February 2024 are:
 - Lowest: £22,366
 - Median £37,004
 - Highest £124,200

7. The Hutton Report (2010) recommends that public sector organisations comply with a maximum multiple of 20:1. This is calculated by measuring the ratio between the highest-paid employee and the median earnings across the organisation as a multiple. On this basis, the remuneration for the highest-paid employee (Chief Executive) is 3.4 times the median earnings across the organisation.

Other Matters

8. In addition to the Pay Policy itself, Members have previously asked for further background information relating to:
 - a. Staffing Number and Vacancies
 - b. Exit Interviews
9. This information is attached in Appendix 2 and 3.

Action

10. Subject to any comments of the Staffing Committee, recommend to Full Council adoption of the Council's Pay Policy for 2024/25.

Contact Details: Brijesh Mehta, People & OD Manager

Appendices

Appendix 1 – Pay Policy Statement 2024/25.

Appendix 2 – Staffing numbers and vacancies - Exempt.

Appendix 3 – Exit Interview data - Exempt.