

Human Resources Committee

Date of Meeting: 15 February 2023

Report by: Head of HR and Organisational Development

Report title: Pay Policy Statement 2023/24

Ward(s) affected: N/A

Summary

RECOMMENDATIONS FOR (Human Resources Committee):

- a) That the Pay Policy Statement 2023/24 be recommended for approval by Council.**

1.0 Proposal

- 1.1 It is proposed that the council's existing Pay Policy Statement, which was last reviewed and approved by HRC in February 2022 and then full council in March 2022, be revised and updated.
- 1.2 The Pay Policy Statement 2023/24 contained at Appendix A should be reviewed by members, with suggested amendments, additions, deletions and/or clarifications raised for consideration by the Head of Human Resources and Organisational Development prior to the final proposed version, and accompanying report, be recommended for adoption by Council on 01 March 2023.
- 1.3 Members are therefore invited to approve the Pay Policy Statement 2023/24, taking into account any amendments which may be deemed appropriate.

2.0 Background

- 2.1 A pay policy statement is required to be produced annually under sections 38 of the Localism Act. Regard is to be had to guidance section 40 from the Secretary of State in producing this statement.
- 2.2 A pay policy statement for a financial year must set out the Authority's policies for the financial year relating to:
- the remuneration of chief officers
 - the remuneration of the lowest paid employees
 - the relationship between chief officers remuneration and that of other officers
- 2.3 "Remuneration" for the purposes of this statement includes three elements:
- basic salary
 - pension
 - all other allowances arising from employment
- 2.4 The objectives of the report are to:
- a) ensure a capable and high performing workforce;
 - b) ensure simplicity, clarity and fairness between employees and between the council and the community;
 - c) differentiate between remuneration and other employee related expenses.

3.0 Report

- 3.1 The Pay Policy Statement 2023/24 can be found at Appendix A.
- 3.2 The Pay Policy Statement framework for East Herts Council has not yet been updated in line with the pay award for 23/24 in terms of reference to salary scales, salary levels and multipliers (as this has not yet been agreed).

- 3.3 No significant changes to the overall framework it provides have been made.
- 3.4 The main update to the Pay Policy Statement has been to set out pay awards agreed for 2021-2022 and 2022-2023 that have been incorporated from the Joint Negotiating Committee (JNC) for Chief Officers and National Joint Council (NJC) for all other employees. The Annual Leave table in section 9.0 has been updated for NJC posts with the additional day of annual leave which was agreed as part of 2022-23 NJC award and comes into effect from 1 April 2023.

4.0 Options

N/A - publishing the Pay Policy Statement on an annual basis is a statutory requirement. The statement will be published on the Council Website once it is approved and will be formatted into an accessible document before publication.

5.0 Risks

N/A

6.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

No

Environmental Sustainability

No

Financial

Yes – The Pay Policy Statement has been shared with the Head of Strategic Finance and Property and budgets set have been based on the pay changes agreed.

Health and Safety

No

Human Resources

Yes – Policy Statement is produced by Head of HR&OD

Human Rights

No

Legal

Yes – Head of Legal and Democratic Service has confirmed that statutory requirements have been met.

Specific Wards

No

7.0 Background papers, appendices and other relevant material

7.1 Appendix A – Pay Policy Statement 2023/24

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