



<b>Full Council</b>	<b>Thursday, 22 February 2024</b>	<b>Matter for Information and Decision</b>
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**Report Title:** **Pay Policy Statement (2024/25)**

**Report Author(s):** **Anne Court (Chief Executive / Head of Paid Service)**

<b>Purpose of Report:</b>	The Localism Act 2011 ("the 2011 Act") requires every local authority to produce and publish a Pay Policy Statement ("the Statement") for each financial year from 2012/13. This report sets out the proposed Pay Policy Statement for the coming financial year 2024/2025.
<b>Report Summary:</b>	<p>Section 38 of the 2011 Act requires local authorities in England and Wales to produce and publish a Pay Policy Statement for each financial year, which must be approved by Full Council.</p> <p>This statement sets out the Council's policies in relation to:</p> <ul style="list-style-type: none"> <li><b>(a)</b> The remuneration of its Chief Officers;</li> <li><b>(b)</b> The remuneration of its lowest-paid employees; and</li> <li><b>(c)</b> The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.</li> </ul> <p>For the purposes of this statement, remuneration includes basic salary, bonuses and allowances or entitlements related to employment.</p>
<b>Recommendation(s):</b>	<p><b>A. That the contents of the report and appendices be noted;</b>  <b>B. That Council approves the Pay Policy Statement for 2024/2025 (as set out at Appendix 1); and</b>  <b>C. That Council approves the continued commitment to paying the Real Living Wage for 2024/2025.</b></p>
<b>Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):</b>	<p>Anne Court (Chief Executive / Head of Paid Service)  (0116) 257 2602  <a href="mailto:anne.court1@oadby-wigston.gov.uk">anne.court1@oadby-wigston.gov.uk</a></p> <p>Trish Hatton (Head of Customer Services &amp; Transformation)  (0116) 257 2700  <a href="mailto:trish.hatton@oadby-wigston.gov.uk">trish.hatton@oadby-wigston.gov.uk</a></p> <p>Sarah Driscoll (HR Manager)  (0116) 257 2790  <a href="mailto:sarah.driscoll@oadby-wigston.gov.uk">sarah.driscoll@oadby-wigston.gov.uk</a></p>
<b>Strategic Objectives:</b>	Our Council (SO1)
<b>Vision and Values:</b>	"Our Borough - The Place To Be" (Vision)
<b>Report Implications:-</b>	
Legal:	There are no implications arising from this report.
Financial:	The implications are as set out at paragraph 2 of this report.

Corporate Risk Management:	Decreasing Financial Resources / Increasing Financial Pressures (CR1) Reputation Damage (CR4)
Equalities and Equalities Assessment (EA):	There are no implications arising from this report. EA not applicable.
Human Rights:	There are no implications arising from this report.
Health and Safety:	There are no implications arising from this report.
<b>Statutory Officers' Comments:-</b>	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
<b>Consultees:</b>	None.
<b>Background Papers:</b>	<ul style="list-style-type: none"> <li>• <a href="#">Equality Act 2010</a></li> <li>• <a href="#">Localism Act 2011</a></li> <li>• <a href="#">Accounts and Audits (England) Regulations 2011</a></li> <li>• <a href="#">Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act' Guidance</a></li> </ul>
<b>Appendices:</b>	<ol style="list-style-type: none"> <li>1. Pay Policy Statement (2024/2025)</li> <li>2. Senior Leadership Team (SLT) Organisation Chart</li> </ol>

## 1. Background

1.1 The Council is required to publish a Pay Policy Statement for 2024/2025 by 31<sup>st</sup> March 2024. The Statement for 2024/2025 is attached at **Appendix 1**.

## 2. Current Applicable Pay Award

2.1 The National Joint Council (NJC) final offer on the pay award for 2023/2024 was agreed as follows:

- With effect from 1 April 2023, an increase of £1925.00 was awarded to all NJC graded employees (SCP 1 to SCP 43).
- With effect from 1 April 2023, an increase of 3.5% was awarded to JNC Chief Officers.

2.2 For Oadby & Wigston Borough Council this means that the locally agreed pay spines have been reviewed and amended accordingly with the same award.

2.3 The pay offer for 2024-2025 has yet to be agreed and subject to its agreement the Pay Policy statement for 2024-2025 will be updated and presented to Council for approval.

2.4 The Real Living Wage (RLW) which the Council is committed to paying increased in October 2023 to £12.00 per hour and has already been implemented.

2.5 The Local Government Transparency Code 2015 requires publications of posts with salaries over £50,000. The Accounts and Audits (England) Regulations 2011 require posts with salaries over £50,000 to be published in the annual accounts.

- 2.6 If approved by Council, the Statement will take immediate effect, superseding the 2023/2024 Statement, and will be published on the Council's website.
- 2.7 The current Senior Leadership Organisational Chart **Appendix 2** is included for noting.