



<b>Full Council</b>	<b>Thursday, 24 February 2022</b>	<b>Matter for Information and Decision</b>
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**Report Title:** **Pay Policy Statement (2022/23)**

**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 Council's proposed Pay Policy Statement for the coming financial year 2022/23.
<b>Report Summary:</b>	<p>Section 38 of the 2011 Act requires local authorities in England and Wales to produce 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>a) The remuneration of its Chief Officers;</li> <li>b) The remuneration of its lowest-paid employees; and</li> <li>c) 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 other allowances or entitlements related to employment.</p> <p>The Council is required to publish the Pay Policy Statement for 2022/2023 on or before 1st April 2022.</p>
<b>Recommendation(s):</b>	<p><b>A. That Council approves the Pay Policy Statement for 2022/23 (as set out at Appendix 1);</b></p> <p><b>B. That Council notes that, once agreement at national level is reached, the pay structure incorporating the National Joint Council (NJC) 2021/22 pay award will be brought back to Council for approval; and</b></p> <p><b>C. That Council approves the continued commitment to paying the Real Living Wage for 2022/23.</b></p>
<b>Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):</b>	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>
<b>Corporate Objectives:</b>	Providing Excellent Services (CO3)
<b>Vision and Values:</b>	"A Stronger Borough Together" (Vision) Accountability (V1) Respect (V2)
<b>Report Implications:-</b>	
Legal:	There are no implications directly arising from this report.

Financial:	The implications are as set out in the report.
Corporate Risk Management:	Reputation Damage (CR4) Decreasing Financial Resources / Increasing Financial Pressures (CR1)
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:	As the author, 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 (2022/23)</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 2022/23 on or before 1 April 2022. The Statement for 2022/23 is attached at **Appendix 1**.
- 1.2 The 2021/22 pay structure remains in place at the time of writing this report, although a final pay award offer has been made to the Trade Unions which is yet to be accepted. Future revisions to the current pay structure will incorporate retrospective payments once implemented.

## 2. 2021/22 Pay Award

- 2.1 The National Joint Council (NJC) have made a final offer on the pay award for 2021/22 as follows:
- With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1
  - With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above.
- 2.2 For Oadby & Wigston Borough Council this means that the locally agreed pay spines will need to be reviewed, should the offer be accepted by the trade unions nationally. Currently Unite, Unison and GMB are entering into ballots with their members advising them to reject the offer. The initial trade union request was for a 10% pay increase across the board. A

final offer of 1.5% was also made in respect of Chief Officers and Chief Executives. This has very recently been accepted.

- 2.3 Full Council will be advised of the revised pay structure, incorporating the NJC pay award once agreement between the national employers and trade unions has been reached.
- 2.4 The Real Living Wage (RLW) which the Council is committed to paying increased in November 2021 to £9.90 per hour and is to be implemented at the latest by 9 May 2022. This is being reflected in the salaries of those employees affected.
- 2.5 The Local Government Transparency Code 2015 requires publications of posts with salaries over £58,200. 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 2021/22 Statement, and will be published on the Council's website.