



Full Council	Tuesday, 12 July 2022	Matter for Decision
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Report Title: **Pay Policy Statement (2022/23)**

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

Purpose of Report:	Officers agreed at the Full Council Meeting on 18 February 2022 that they would give members an update once the Pay Award had been settled. This Pay Award was settled in March 2022 and this report is to notify members of the new Pay Policy Statement 2022/2023.
Report Summary:	<p>The Council is committed to transparency and fairness in its pay and remuneration of all its employees. The 2011 Act requires the Council to produce an Annual Policy statement that covers a number of matters concerning the pay of the Council's staff, namely its Chief Officers and its comparison to the authority's lowest paid employees.</p> <p>For the purposes of this Policy Statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment. Appendix 1 attached to this report is the updated Pay Policy Statement now that the pay award has been settled.</p> <p>Once approved by Full Council, this Policy Statement will come into immediate effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time. The Council is required to publish the Pay Policy Statement for 2022/2023 immediately after approval by Full Council.</p>
Recommendation(s):	<p>A. That the content of the report and appendix be noted; B. That Council approves the Pay Policy Statement for 2022/23 (as set out at Appendix 1 to this report).</p>
Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):	Anne Court (Chief Executive / Head of Paid Service) (0116) 257 2602 anne.court1@oadby-wigston.gov.uk
Corporate Objectives:	Providing Excellent Services (CO3)
Vision and Values:	"A Stronger Borough Together" (Vision) Accountability (V1) Respect (V2)
Report Implications:-	
Legal:	There are no implications directly arising from this report.
Financial:	There are no implications arising from this report.
Corporate Risk Management:	Decreasing Financial Resources / Increasing Financial Pressures (CR1) Reputation Damage (CR4)
Equalities and Equalities	There are no implications arising from this report.

Assessment (EA):	EA not applicable.
Human Rights:	There are no implications arising from this report.
Health and Safety:	There are no implications arising from this report.
Statutory Officers' Comments:-	
Head of Paid Service:	As the author, the report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
Consultees:	None.
Background Papers:	None.
Appendices:	1. Pay Policy Statement (2022/23)

1. Background

- 1.1 At the Full Council Meeting on 18 February 2022, Officers agreed that they would give an update at the next Full Council Meeting, when agreement had been reached between the National Joint Council (NJC) and the Trade Unions. The final pay award offer has now been made to the Trade Unions and has been accepted.
- 1.2 The Council is required to publish a Pay Policy Statement for 2022/23 and this new Statement for 2022/23 is attached at **Appendix 1**.

2. 2021/22 Pay Award

- 2.1 Agreement was reached between The National Joint Council (NJC) and Trade Unions and a final offer on the pay award for 2021/22 is as follows at 1.9 per cent.
- 2.2 As agreed at Full Council on 18 February this updated report advises the new pay structure incorporated NJC pay award.
- 2.3 The Real Living Wage (RLW) which the Council is committed to paying has increased in November 2021 to £9.90 per hour and has been implemented from by 9 May 2022. This is being reflected in the salaries of those employees affected.
- 2.4 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.
- 2.5 If approved by Council, the Statement will take immediate effect, superseding the 2022/23 Statement of February, and will be published on the Council's website.