



REPORT TO:	South Holland District Council
DATE:	3 March 2022
SUBJECT:	Pay Policy Statement 2022/23
PURPOSE:	To seek approval of the Pay Policy Statement 2022/23
PORTFOLIO HOLDER:	Cllr Astill
REPORT OF:	Christine Marshall, Deputy Chief Executive – Corporate Development (Section 151 Officer)
REPORT AUTHOR:	Anna Waddell HR Manager – Operations (PSPS)
WARD(S) AFFECTED:	N/A
EXEMPT REPORT?	No

SUMMARY

Under section 38 of the Localism Act 2011, a pay policy statement is required to be produced annually. This has been a requirement since 2012/13.

The Pay Policy Statement for 2022/23 must be approved by Council, hence the reason for this report. The Pay Policy Statement once approved must be published on the Council's website as near to 31 March 2022 as possible.

RECOMMENDATIONS

That the Pay Policy Statement 2022/23 (at Appendix A) be approved.

REASONS FOR RECOMMENDATIONS

To comply with the Localism Act 2011 requirements.

OTHER OPTIONS CONSIDERED

None this is a legal requirement.

1. BACKGROUND

1.1. Under Section 30 of the Localism Act 2011, a pay policy statement is required to be produced annually. This has been a requirement since 2012/13.

1.2. A Pay Policy Statement for a financial year must set out the Authorities policies for the financial year relating to;

- The remuneration of Chief Officers
- The remuneration of the lowest paid employees
- The relationship between the Chief Officers remuneration and that of other officers.

1.3. The Pay Policy Statement is for financial year 2022/23 and can be seen at Appendix A.

1.4. The Pay Policy Statement for 2022/23 must be approved by Council hence the reason for this report. The Authority may amend the policy during the period the policy covers.

1.5. The statement must include the authorities policies relating to:

- The level and elements of remuneration of Chief Officers
- Remuneration of Chief Officers on recruitment
- Increases and additions to remuneration for Chief Officers
- The use of performance related pay for Chief Officers
- The use of bonuses for Chief Officers
- The approach to the payment of Chief Officers on their ceasing to hold office under, or to be employed by the authority, and
- The publication of and access to information relating to remuneration of Chief Officers.

1.6. The term 'remuneration' covers;

- The Chief Officers salary or, in the case of Chief Officers engaged by the authority under a contract for services
- Payment made by the authority to the Chief Officers for those services
- Any bonuses payable to the authority to the Chief Officers
- Any charges, fees of allowances payable by the authority to the Chief Officers
- Any benefit in kind to which the Chief Officers are entitled as a result of the Chief Officers office or employment
- Any increase in the Chief Officers pension entitlement where the increase or enhancement is as a result of a resolution of the authority, and
- Any amounts payable by the authority to the Chief Officers ceasing to hold office under or employed by the authority other than amounts that may be payable by virtue or any enactment.

1.7. The definition of Chief Officers (as set out in section 43(2)) is not limited to the Head of Paid Service or Statutory Chief Officers. It also includes those who report directly to the Head of Paid Service or Statutory Chief Officers (non-statutory Chief Officers) and those who report directly into non-statutory Chief Officers.

1.8. A Pay Policy Statement for a financial year may also set the Authorities policies for the financial year relating to the other terms and conditions applying to the authorities Chief Officers.

1.9. The Pay Policy Statement, once approved must be published on the Council's website as near to 31 March 2022 as possible.

1.10. The Pay Policy Statement includes details of the South East Lincolnshire Council Partnership and includes the remuneration information of Chief Officers Shared Across the Partnership including those who are not directly employed by the Council.

2. REPORT

2.1. See Appendix A the Pay Policy Statement 2022/23.

3. CONCLUSION

3.1. In order to ensure compliance with the Localism Act 2011 the recommendations should be followed that the Pay Policy Statement 2022/23 should be approved and published.

EXPECTED BENEFITS TO THE PARTNERSHIP

It is a legal requirement to ensure that a Local Authority has published a Pay Policy Statement.

IMPLICATIONS

SOUTH AND EAST LINCOLNSHIRE COUNCIL'S PARTNERSHIP

Chief Officer salaries across the Partnership have been included in the Pay Policy Statement, including those who are not directly employed by the Council.

CORPORATE PRIORITIES

The pay decisions are made with the intention of supporting the Council's corporate priority of providing the right services at the right time in the right way by ensuring the recruitment of high calibre individuals to help deliver the corporate vision.

STAFFING

This report is a statement of facts with regards to matters relating to Pay.

CONSTITUTIONAL AND LEGAL IMPLICATIONS

It is a legal requirement to ensure that the Authority has a pay Policy Statement and that it is published as near as possible to 31 March.

DATA PROTECTION

No individual post holders are named in this document. All remuneration information is published in accordance with the Local Government Transparency Code 2015 and the Localism Act 2011.

FINANCIAL

None

RISK MANAGEMENT

It is a legal requirement to ensure that the Authority has a Pay Policy Statement and that it is published as near to 31 March as possible.

STAKEHOLDER / CONSULTATION / TIMESCALES

No consultation undertaken.

REPUTATION

None

CONTRACTS

None

CRIME AND DISORDER

None

EQUALITY AND DIVERSITY/ HUMAN RIGHTS/ SAFEGUARDING

The pay decisions made are fair, equitable and transparent.

HEALTH AND WELL BEING

None

CLIMATE CHANGE AND ENVIRONMENTAL IMPLICATIONS

None

ACRONYMS

None

APPENDICES

Appendices are listed below and attached to the back of the report: -

APPENDIX A

Pay Policy Statement 2022/23

BACKGROUND PAPERS

No background papers as defined in Section 100D of the Local Government Act 1972 were used in the production of this report.

CHRONOLOGICAL HISTORY OF THIS REPORT

Full council have approved the Publication for the Pay Policy Statement annually since 2012/13
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REPORT APPROVAL

Report author:	Anna Waddell, HR Manager – Operations (PSPS)
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Signed off by:	Christine Marshall, Deputy Chief Executive- Corporate Development (Section 151 Officer)
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Approved for publication:	None
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