

Date of meeting:	24 January 2022
Title of Report:	Pay Policy Statement 2022-2023
Lead Member:	Councillor John Riley (Cabinet Member for Governance, HR, IT & Community Safety)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Kim Brown (Service Director for HROD)
Contact Email:	Kim.brown@plymouth.gov.uk
Your Reference:	
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

Under Section 38(1) of the Localism Act 2011 the Council is required to prepare a Pay Policy Statement by 31 March each year, for the following financial year, which is approved by the City Council. The provisions of the Act do not apply to local authority schools.

This includes remuneration and policies for the highest paid staff and the lowest paid employees. To address low pay, the Council introduced the principles of the Foundation Living Wage, by adding a discretionary, non-contractual market supplement in 2014. Although the 2021 and 2022 pay awards are unknown for local government pay, the council will increase the Foundation Living Wage top up, to the new rate of £9.90 per hour (from £9.50 per hour), as the NJC lowest pay rate (excluding apprentices) is currently £9.25 per hour (pending the pay awards), 65p per hour lower than the foundation living wage rate.

Approved pay policy statements must be published on the Council's website as soon as reasonably practicable after being approved. The Act also requires that the Council includes its approach to the publication in its pay policy statement, and access to information relating to the remuneration of chief officers. The Pay Policy Statement contains links to the published Draft Statement of Accounts for 2020/2021 (the last financial year for which the audit of the annual accounts has been finalised) and other remuneration data on the council's website.

Once in force the statement must be complied with, although it may be amended by Full Council during the financial year.

The Pay Policy Statement, which is prescribed in terms of content, sets out the Council's policies in respect of remuneration. There are no proposed changes to policies from previous years; the statement is simply a summary of the key provisions as required by the Localism Act.

This report has been discussed with the trade unions.

Recommendations and Reasons

The City Council approves the Pay Policy Statement for 2022/23. The policy sets out the Council's policies in respect of remuneration and is a statutory requirement.

Alternative options considered and rejected

None, this statement is a statutory requirement

Relevance to the Corporate Plan and/or the Plymouth Plan

The Council's Pay Policy Statement is a statutory requirement, which supports the council's values

Implications for the Medium Term Financial Plan and Resource Implications:

There is a provision in the 21/22 and 22/23 budget for a pay award, inclusive of implementing the Foundation Living Wage. The council awaits the outcome of the national pay negotiations for 2021, which will be backdated to 1 April 2021, prior to commencement of the 2022 national pay negotiations.

Financial Risks

Total cost of pay awards for 2021 and 2022 are unknown as the pay settlements have yet to be agreed for 2021/22 and the 2022/23 negotiating round has yet to commence.

Carbon Footprint (Environmental) Implications:

There are no implications.

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

None arising directly from this report.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Pay Policy Statement 2022/23							
B	Equalities Impact Assessment							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
	1	2	3	4	5	6	7

Sign off:

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Originating Senior Leadership Team member: Tracey Lee (Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report? Yes											
Date agreed: 14/12/2021											
Cabinet Member approval: Councillor John Riley (Cabinet Member for Governance, HR, IT & Community Safety)											
Date approved: 20/12/2021											