

## **Meeting of the Council – 27<sup>th</sup> February, 2023**

### **Report of the Cabinet**

### **Dudley Council Pay Policy Statement 2023/24**

#### **Purpose of report**

1. Dudley Council is required to produce an annual Pay Policy Statement in order to comply with sections 38 and 39 of the Localism Act 2011. The Statement must articulate the Council's policies towards a range of issues relating to the pay of the workforce, particularly the most senior staff (or "chief officers") and the relationship of their pay to the lowest paid employees.

#### **Recommendation**

2. That the Pay Policy Statement for 2023/2024 be approved.

#### **Background**

3. Under provisions contained in the Localism Act 2011, the Council is required to prepare an annual Pay Policy Statement setting out its policies towards a range of issues relating to the pay of its workforce including:
  - the remuneration of "chief officers";
  - the remuneration of the lowest paid employees;
  - the relationship between the remuneration of chief officers and that of other employees.

4. The Council has clearly established policies and processes for the determination of the pay and grading of its employees and these are summarised in the Pay Policy Statement, which has to be approved by a resolution of Full Council no later than 31<sup>st</sup> March 2023.
5. The NJC and JNC pay negotiations for a national pay award in 2023/24, effective from 1<sup>st</sup> April 2023, are ongoing.
6. Following approval of the pay policy, data on all senior salaries in 2023/2024 will be published prior to 31<sup>st</sup> March, 2023 alongside data required by the Local Government Transparency Code 2015 will also be available by 31<sup>st</sup> March, 2023.
7. Following the Restriction of Public Sector Exit Payments Regulations 2020 being revoked on 19<sup>th</sup> March 2021, Statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England was published on 12<sup>th</sup> May 2022.

### **Finance**

8. Financial implications of the Pay Policy will be fully reflected in the Council's Medium- Term Financial Strategy, which is to be presented to the Council in March 2023.

### **Law**

9. It is a requirement of Section 38 of the Localism Act 2011 that an annual Pay Policy Statement be prepared and approved by Local Authorities. The Act prescribes information to be included in the statement, its manner of publication and the requirement for the Council to act in accordance with its approved Policy Statement.

### **Risk Management**

10. No material risks have been identified.

### **Equality Impact**

11. The Pay Policy highlights the relationship between the highest and the lowest salary levels and confirms that the Council has a pay ratio that is within the Hutton report. The Council is committed to publishing equal pay information on an annual basis.

**Human Resources/Organisational Development**

- 12. As well as meeting the Council’s legal obligations, the annual Pay Policy Statement supports effective employee relations through the provision of clarity and transparency in its arrangements for the payment of its employees.

**Commercial/Procurement**

- 13. There are no commercial or procurement implications arising from this report.

**Environment/Climate Change**

- 14. There are no environment or climate change implications arising from this report

**Council Priorities and Projects**

- 15. Dudley Council’s ability to deliver its priorities is dependent on its workforce and the pay policy summarises the policies and processes for the determination of the pay and grading of employees.



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**Leader of the Council**