

Meeting of the Council – 26th February 2024

Report of the Cabinet

Dudley Council Pay Policy 2024/25

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 2024/2025 be approved and adopted.

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 31st March 2024.

5. The pay negotiations for 2023/24, effective from 1 April 2023, went through the appropriate collective bargaining mechanisms.
6. Following approval of the pay policy by the Council, data on all senior salaries in 2024/2025 will be published prior to 31st March 2024 alongside data required by the Local Government Transparency Code 2015, which will also be available by 31st March 2024.

Finance

7. 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 2024.

Law

8. 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

9. No material risks have been identified.

Equality Impact

10. 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

11. 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

12. There are no direct commercial or procurement implications associated with this report.

Environment/Climate Change

13. There are no direct environment/climate change implications associated with this report.

Council Priorities and Projects

14. 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.

A handwritten signature in black ink, appearing to read 'P. Hand', is written over a light blue horizontal line.

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Leader of the Council