

ARUN DISTRICT COUNCIL

REPORT TO AND DECISION OF THE CORPORATE SUPPORT COMMITTEE ON 18 JANUARY 2022

SUBJECT: Pay Policy Statement 2022-2023

REPORT AUTHOR: Carolin Martlew, Interim Group Head for Corporate Support
DATE: 7 January 2022
EXTN: 37568

EXECUTIVE SUMMARY:

The Localism Act 2011, section 38(1) requires that local authorities prepare an annual Pay Policy Statement. This paper introduces the draft Pay Policy Statement for 2022/2023 (attached) and asks Members to approve it.

RECOMMENDATIONS:

The Committee is requested to recommend to Full Council to:

- a) To approve the Pay Policy Statement 2022/2023 for publication on the Arun website by 1 April 2022.
- b) To give delegated responsibility to the Interim Group Head for Corporate Support to make changes to the Pay Policy Statement should new legislation be introduced during the forthcoming year that has an effect on its contents.

1. BACKGROUND:

The Localism Act 2011, Section 38(1) requires that local authorities prepare an annual Pay Policy Statement. This should set out an authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees. This statement must be prepared for each financial year and must be approved by Full Council ready to be published by April 2022.

The Pay Policy Statement for 2022/ 2023 (The Statement) is attached as Appendix 1, along with two other relevant appendices.

The Statement sets out our processes for determining remuneration and several related issues, including the use of bonuses, severance pay, enhancement of pension entitlement, allowances etc. The contents of the Statement are matters of fact and simply set out current practice.

2. PROPOSAL(S):

- a) To approve the Pay Policy Statement 2022/2023 for publication on the Arun website by 1 April 2022.
- b) To give delegated responsibility to the Interim Group Head for Corporate Support to make changes to the Pay Policy Statement should new legislation be introduced during the forthcoming year that influences its contents.

3. OPTIONS:

- a) Agree the Pay Policy Statement for 2022/2023 to be published on the Arun website by 1 April 2022.
- b) Not approve the Pay Policy Statement for 2022/2023.

4. CONSULTATION:

Has consultation been undertaken with:	YES	NO
Relevant Town/Parish Council		✓
Relevant District Ward Councillors		✓
Other groups/persons (please specify)		✓
5. ARE THERE ANY IMPLICATIONS IN RELATION TO THE FOLLOWING COUNCIL POLICIES: (Explain in more detail at 6 below)	YES	NO
Financial		✓
Legal	✓	
Human Rights/Equality Impact Assessment		✓
Community Safety including Section 17 of Crime & Disorder Act		✓
Sustainability		✓
Asset Management/Property/Land		✓
Technology		✓
Other (please explain)		✓

6. IMPLICATIONS:

Requirement to publish under the Localism Act 2011

7. REASON FOR THE DECISION:

To comply with our obligations under the Localism Act 2011 in the interests of transparency. The Corporate Support Committee has to be consulted on the Pay Policy Statement before approval by Full Council.

8. BACKGROUND PAPERS:

- The Pay Policy Statement
- Structure of Senior Management
- Scale of Returning Officer's expenditure for Local Government Elections, Polls and Referendums (Please note this is currently under review and an updated draft version is expected to be available in time for Full Council)