

# ARUN DISTRICT COUNCIL

## REPORT TO AND DECISION OF FULL COUNCIL ON 17 MARCH 2021

**SUBJECT: Pay Policy Statement 2021-2022**

**REPORT AUTHOR: Alan Peach** – Group Head for Corporate Support **DATE: 23**  
February 2021 **EXTN: 37558**

### **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 2021/2022 (attached) and asks Members to approve it.

### **RECOMMENDATIONS:**

- a) To approve the Pay Policy Statement 2021/2022 for publication on the Arun website by 1 April 2021; and
- b) To give delegated responsibility to the 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:**

- 1.1 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 2021.
- 1.2 The Pay Policy Statement for 2021 – 2022 (The Statement) is attached as Appendix 1, along with two other relevant appendices.
- 1.3 The Statement sets out our processes for determining remuneration and several related issues, including the use of bonuses (or not in our case), severance pay, enhancement of pension entitlement (not in our case), allowances etc. The contents of the Statement are matters of fact and simply set out current practice.
- 1.4 Section 9 of the Statement, "Relationship between remuneration of Chief Officers and employees who are not Chief Officers" sets out the relationship between the highest and lowest paid officers.

**2. PROPOSAL(S):**

a) To approve the Pay Policy Statement 2021/2022 for publication on the Arun website by 1 April 2021.

b) To give delegated responsibility to the 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 2021/2022 to be published on the Arun website by 1 April 2021

b) Not approve the Pay Policy Statement for 2021/2022

**4. CONSULTATION:**

Has consultation been undertaken with:	YES	NO
Relevant Town/Parish Council		✓
Relevant District Ward Councillors		✓
Other groups/persons (please specify)		
Unison	✓	
CMT		✓
Cabinet Member for Governance		✓

<b>5. ARE THERE ANY IMPLICATIONS IN RELATION TO THE FOLLOWING COUNCIL POLICIES: (Explain in more detail at 6 below)</b>	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

**8. BACKGROUND PAPERS:**

None