



**Hinckley & Bosworth
Borough Council**

Forward timetable of consultation and decision making

SCRUTINY COMMISSION	27 JANUARY 2022
COUNCIL	22 FEBRUARY 2022

Wards affected: All wards

Pay Policy Statement 2022/23

Report of Director Corporate Services.

1. Purpose of report

1.1 To present for approval the proposed HBBC Pay Policy Statement for 2022/23.

2. Recommendation

2.1 That the HBBC Pay Policy Statement for 2022/23 be approved.

3. Background to the report

3.1 Section 38 of the Localism Act 2011 requires local authorities in England and Wales to produce a Pay Policy Statement for each financial year, which must be approved by Council. The act requires local authorities to prepare pay policy statements setting out the authority's own policies in regard to the remuneration of its staff, in particular its senior staff (or 'chief officers') and its lowest paid employees.

3.2 The legislation provides that the pay policy statement must set out the council's policies for the financial year relating to:

- The remuneration of its chief officers
- The remuneration of its lowest paid employees
- The relationship between the remuneration of its chief officers and its employees who are not chief officers

- 3.3 The Council is required to publish the Pay Policy Statement for 2022/23 on or before 1 April 2022.

Summary of the statement

- 3.4 The Pay Policy Statement **Appendix A** sets out:
- a. The council's approach to job evaluation and grading of posts
 - b. Additional payments
 - c. The 'pay multiple' - the ratio between the highest paid salary and the median average salary of the Council's workforce, which is 5.05:1. The multiplier is monitored each year and the differential between the top earner and the median average earner has remained static.
 - d. That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments
 - e. The council's approach to the re-engagement of former senior employees.

The 2021/22 Pay Award

- 3.5 For staff below senior management level, annual pay awards are negotiated at a national level by the National Joint Council (NJC) which represent the Employers side and the Trade Unions. The most recently revised pay structure, which took effect from 1 April 2020, reflects the pay award for 2020/21.
- 3.6 The pay award for Chief Officers and Chief Executives, negotiated by the Joint Negotiating Committee for Chief Officers and Chief Executives (JNC) is currently being negotiated.
- 3.7 The National Employers has made a final offer on the pay award for 2021/22 as follows:
- a. With effect from 1 April 2021, an increase of 2.75% on NJC pay point 1
 - b. With effect from 1 April 2021, an increase of 1.75% on all NJC pay point 2 and above
 - c. For Chief Officers and Chief Executives an increase of 1.5%
- 3.8 At the time of writing the report, negotiations for pay 2021/22 are still ongoing between the NJC and Trade Unions. The Trade Unions have rejected the current offer after balloting their membership, and union members are now being balloted for strike action. The initial trade unions request was a 10% pay increase across all pay grades.
- 3.9 Negotiations are also ongoing with the JNC and the trade unions who are seeking pay parity with the NJC, however the JNC has urged the unions to accept the offer.

Local Government Transparency Code

3.10 Local authorities are also required under the Local Government Transparency Code 2015 to publish data required under the regulations and this is set out within the pay policy statement in order to meet the requirements of the code. The code requires councils to publish:

- An organisation chart covering staff in the top three levels of the organisation
- Information about employees whose salary is above £50,000 in addition to that already required under the Accounts and Audit (England) Regulations 2015
- The pay multiple (as defined in 3.4)

4. Exemptions in accordance with the Access to Information procedure rules

4.1 The report to be taken in open session.

5. Financial implications [DW]

5.1 None.

6. Legal implications [MR]

6.1 Set out in the report.

7. Corporate Plan implications

7.1 The publication of the Pay Policy Statement ensures transparency and accountability and is a legal requirement.

8. Consultation

8.1 All pay decisions, at national, have undergone full consultation with the recognised trade unions.

9. Risk implications

9.1 It is the council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.

9.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.

9.3 The following significant risks associated with this report / decisions were identified from this assessment:

None.

10. Knowing your community – equality and rural implications

- 10.1 By publishing the Pay Policy Statement will ensure greater transparency in regard to how pay is determined thus ensuring accountability to citizens within the borough. The pay policy statement also sets out how the authority, through its robust pay policy, endeavours not to discriminate against any groups of staff within the protected characteristics as contained within the Equality Act 2010.

11. Climate implications

- 11.1 N/A

12. Corporate implications

- 12.1 By submitting this report, the report author has taken the following into account:

- Community safety implications
- Environmental implications
- ICT implications
- Asset management implications
- Procurement implications
- Human resources implications
- Planning implications
- Data protection implications
- Voluntary sector

Background papers:

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