

Committee: Council

Date: 1 March 2023

Wards: All

Subject: Approval of the pay policy statement and of the Members' allowances scheme

Lead member: Councillor Billy Christie, Cabinet Member for Finance and Corporate Services

Lead Director: Louise Round, Interim Executive Director Innovation and Change

Lead officers: Liz Hammond, Interim Head of HR;

Contact officers: Peter Andrews, Employee Relations, Pay and Rewards Manager; Andrew Robertson, Head of Democracy and Electoral Services

Recommendations:

1. That Council approves publication of the Pay Policy Statement attached as Appendix A for 2023/24 and authorises the Monitoring Officer to make any consequential changes to the Constitution.
 2. That Council approves the Members' Allowance Scheme attached as Appendix D for 2023/24
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1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 The Localism Act 2011 requires the Council to agree and publish a pay policy statement each year.
- 1.2 The existing pay policy statement for 2022/23 was approved by Council on 2 February 2022.
- 1.3 The report also recommends re-adopting the existing Members' Allowances Scheme attached as appendix D. The Scheme provides that both the basic and special responsibility allowances will be uplifted in line with the staff award. However, the schedule attached to this report does not include a pay award increase for 22/23 although members should note the London Councils' Independent Remuneration Panel have advised that the 22/23 staff pay award would translate to a 4% increase in both the basic and special responsibility allowance. That uplift has not been applied for 22/23 and nor is it proposed at this stage that it be applied in respect of 23/24.

2. DETAILS – PAY POLICY

- 2.1 The pay policy statement for the year 2022/2023, approved by Council, is currently published on the Council's website.
- 2.2 Council is required to re-approve the pay policy statement each year.
- 2.3 The draft Pay Policy Statement for 2023/24 is attached at Appendix A, along with the pay gap figures as at 31 March 2022 at Appendices B and C. There are no substantive changes to the 22/23 policy although the figures have been updated.

3. DETAILS – MEMBER ALLOWANCES

- 3.1 In relation to the Members' Allowances Scheme the Council is required further to the Local Authorities (Members' Allowances) (England) Regulations 2003 to re-adopt its scheme of members allowances for the year 2023/24 and in doing so to give due regard to the recommendations made by the report of the Independent Panel on the Remuneration of Councillors in London.
- 3.2 For the present, it is proposed to readopt the existing scheme noting that although it provides for automatic uplifts in line with the staff pay awards, no uplifts will be implemented for 23/34 unless otherwise agreed by Council at a later date during the course of the year.

4. ALTERNATIVE OPTIONS

- 4.1 Publication of a Pay Policy Statement and member allowances schemes are statutory requirements.

5. CONSULTATION UNDERTAKEN OR PROPOSED

- 5.1 As there are no significant changes proposed, no consultation is required at this stage.

6. TIMETABLE

- 6.1 The Pay Policy Statement must be approved by Council for publication from 1 April 2023 on the Council's website.
- 6.2 Similarly, the Members Allowances Scheme must be approved at the end of the financial year preceding that to which it relates.

7. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 7.1 The amendments to last year's version of the pay policy update the pay ratios to reflect the current position and reflect the changes to the threshold for Council approval referred to in paragraph 2.6.
- 7.2 There is provision in the draft MTFs for 2023-27 for an increase in the budgeted cost of salaries.
- 7.3 The London living wage is currently set at £11.95 and will be the new rate for dependent carer allowances

8. LEGAL AND STATUTORY IMPLICATIONS

- 8.1 Publication of the Pay Policy Statement and annual re-approval by a meeting of the full council is a statutory requirement under the Localism Act 2011.
- 8.2 Regulation 10 of the Local Authorities (Members' Allowances) (England) Regulations 2003 requires re-adoption of the scheme on an annual basis. Before making or amending its allowances scheme, the Council is required, by Regulation 19, to have regard to the recommendations of an Independent Remuneration Panel.

9. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 9.1 The intention of the pay policy measures in the Localism Act is to improve transparency of decision making, particularly in relation to top earners in the organisation.

10. CRIME AND DISORDER IMPLICATIONS

- 10.1 None

11. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 11.1 None

12. APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- Appendix A – draft pay policy statement for 2023/24.
- Appendix B – statutory gender pay gap publication figures for 2021/22
- Appendix C – statutory BAME pay gap publication figures for 2021/22
- Appendix D – Members' Allowances Scheme and Schedule of Rates

13. BACKGROUND PAPERS

None

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