

# WEST NORTHAMPTONSHIRE COUNCIL

24 February 2022

## Councillor Mike Hallam: Cabinet Member for HR & Corporate Services

Report Title	Updated West Northamptonshire Council Pay Policy Statement
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Report Author	Alison Golding, Assistant Director, Human Resources
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### Contributors/Checkers/Approvers

MO	Catherine Whitehead	15/02/2022
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### List of Appendices

#### Appendix A – 2022-23 Pay Policy Statement

##### 1. Purpose of Report

- 1.1. The Pay Policy Statement, attached in Appendix 1, is produced in accordance with the requirements of Section 38(1) of the Localism Act 2011. It must be updated annually and sets out pay for the directly employed workforce (excluding schools).
- 1.2. The Pay Policy Statement covers the year 1 April 2022 to 31 March 2023. It has been revised in response to changes made to the council's organisational structure, namely:
  - The decision to cease the arrangements put in place on 1 April 2021 to share the statutory roles of Director of Children's Services (DCS) and Director of Public Health (DPH).
  - The formation of a new directorate and post of Director of Communities and Opportunities.

- 1.3. As per the Pay Policy Statement previously adopted (by the West Northamptonshire Shadow Authority), this is an interim Pay Policy Statement, setting out West Northamptonshire Council's approach to pay for the Chief Executive and Chief Officers. New pay, terms and conditions of employment and associated pay and employment policies for the wider workforce are still to be agreed and work on this is progressing.
- 1.4. This report does not seek agreement to the terms and conditions of senior officers; it is a statement about senior officer pay policy, which is a legislative requirement.

## **2. Executive Summary**

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- 2.1 Each local authority is required to produce and publish an annual Pay Policy Statement. The statement will set out the Council's policies relating to the pay of its directly employed workforce. The Pay Policy Statement covers all employees, including those employees from District, Borough and County Councils who TUPE transferred to West Northamptonshire Council on 1 April 2021 on their existing terms and conditions of employment.
- 2.2 The Interim Pay Policy Statement sets out West Northamptonshire Council's approach to setting the pay of the directly employed workforce, in particular the remuneration of:
  - a) The Chief Officers
  - b) The 'lowest paid employeesand the relationship between:
  - (i) The remuneration of its chief officers; and
  - (ii) The remuneration of its employees who are not chief officers.
- 2.3 Chief Officers are both statutory and non-statutory officers.
- 2.4 'Pay', includes, in addition to basic salary, any charges, fees, allowances, benefits in kind, increases in or enhancements to pension entitlements and termination payments.
- 2.5 Statutory Officers
  - Chief Executive (Head of Paid Service)
  - Executive Director, Finance (Section 151 Officer)
  - Director of Legal & Democratic (Monitoring Officer)
  - Director of Children's Services (DCS)
  - Executive Director for Adult Social Services (DASS)
  - Director of Public Health (DPH)
- 2.6 Non-Statutory Officers
  - Executive Director, Place and Economy
  - Executive Director, Corporate
  - Director, Communities and Opportunities.

## **3. Recommendations**

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3.1 It is recommended that the Council approves the Pay Policy Statement for 2022-23.

#### **4. Reason for Recommendations**

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4.1 It is a statutory requirement under the Localism Act 2011 for the Authority to approve and publish a Pay Policy Statement.

4.2 Due regard has been given to the requirements of the Localism Act 2011 and associated guidance issued or approved by the Secretary of State, in setting out this interim Pay Policy Statement.

#### **5. Report Background**

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5.1 The Localism Act aims to increase transparency in local government. This includes a requirement that local authority pay policy is openly approved by democratically elected councillors on an annual basis.

5.2 This extends to a requirement to publish the salaries of senior officials, to support the aim of helping local residents better understand how public money is spent in their area.

#### **6. Issues and Choices**

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6.1.1 There are no direct additional resources or financial implications associated with the pay policy.

#### **7. Implications (including financial implications)**

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##### **7.2 Resources and Financial**

7.2.1 There are no resources or financial implications arising from the proposals.

##### **7.3 Legal**

7.3.1 The adoption of a Pay Policy Statement is required of all relevant authorities pursuant to the Localism Act 2011. The Statement must reflect the requirements of the Act and have regard to any guidance issued or approved by the Secretary of State.

7.3.2 The scope of information covered in this interim pay policy statement is limited until a final package of new pay terms and conditions of employment and associated pay and employment policies have been approved.

##### **7.4 Risk**

7.4.1 There are no significant risks arising from the proposed recommendations in this report.

##### **7.5 Consultation**

7.5.1 Not applicable.

## **7.6 Consideration by Overview and Scrutiny**

7.6.1 Not applicable.

## **7.7 Climate Impact**

7.7.1 Not applicable.

## **7.8 Community Impact**

7.8.1 Not applicable.

## **7.9 Communications**

7.9.1 Not applicable.

## **8 Background Papers**

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