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**Pay Policy**

Relevant Portfolio Holder	Councillor Denaro
Portfolio Holder Consulted	Yes / No
Relevant Head of Service	Deb Poole, Head of Transformation and Organisational Development
Report Author	Job Title: B Talbot Contact email:becky.talbot@bromsgroveandredditch.gov.uk Contact Tel: 01527 64252
Wards Affected	Na
Ward Councillor(s) consulted	Na
Relevant Strategic Purpose(s)	An Effective and Sustainable Council
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

**1. RECOMMENDATIONS**

**The Cabinet RECOMMEND that:-**

- 1) Recommendation 1;  
the Pay Policy as detailed in Appendix 1 to the report be approved.**

**2. BACKGROUND**

The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31<sup>st</sup> March each year for the subsequent financial year. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
  - (i) The remuneration of its chief officers, and
  - (ii) The remuneration of its employees who are not chief officers.

The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

**3. FINANCIAL IMPLICATIONS**

- 3.1 All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

The information provided is based on the current pay structure and is subject to any national pay award for 2021/22 being agreed

**4. LEGAL IMPLICATIONS**

**5. STRATEGIC PURPOSES - IMPLICATIONS**

**Relevant Strategic Purpose**

- 5.1 An Effective and Sustainable Council

**Climate Change Implications**

- 5.2 There are no implications in relation to this report

**6. OTHER IMPLICATIONS**

**Equalities and Diversity Implications**

- 6.1. There are no implications in relation to this report

**Operational Implications**

- 6.2 There are no implications in relation to this report

**7. RISK MANAGEMENT**

- 7.1 There are no implications in relation to this report

**8. APPENDICES and BACKGROUND PAPERS**

Appendix 1

**9. REPORT SIGN OFF**

<b>Department</b>	<b>Name and Job Title</b>	<b>Date</b>
Portfolio Holder	Councillor Denaro	02/02/2022
Lead Director / Head of Service	Deb Poole	02/02/2022
Financial Services	James Howse	02/02/2022