

Pay Policy 23/24

Relevant Portfolio Holder	Councillor Denaro
Portfolio Holder Consulted	Yes / No
Relevant Head of Service	Deb Poole – Head of Transformation, OD & Digital
Report Author	Job Title: HR & OD Manager Contact email:becky.talbot@bromsgroveandredditch.gov.uk Contact Tel:01527 64252
Wards Affected	N/A
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Enabling
Key Decision / Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS :-

Cabinet is asked to RECOMMEND to Council that

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 31st 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.

In common with the majority of authorities the Council is committed to the Local Government Employers national pay bargaining framework in respect of the national pay spine and annual cost of living increases negotiated with the trade unions. West Midlands Employers engage with the Council and facilitates Regional Pay briefings, to ensure the view of the West Midlands Region is represented in future pay considerations.

3. OPERATIONAL ISSUES

There are no implications in relation to this report

4. FINANCIAL IMPLICATIONS

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 2022/23 being agreed

5. LEGAL IMPLICATIONS

As detailed in the background section

6. OTHER - IMPLICATIONS

Relevant Strategic Purpose

- 6.1 The Pay Policy sets out the remuneration of the Council and recognises the importance of our staff as a resource central to our success in delivering our strategic purposes and services to our communities.

Climate Change Implications

- 6.2 N/A

Equalities and Diversity Implications

There are no implications in relation to this report

7. RISK MANAGEMENT

7.1 N/A

8. APPENDICES and BACKGROUND PAPERS

Appendix one: Pay Policy 2022/23

9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Councillor Denaro	
Lead Director / Head of Service	Deb Poole – Head of Transformation, OD & Digital	
Financial Services	Michelle Howell – Head of Finance & Customer Services	
Legal Services	Mike Rowan Legal Services Manager	
Policy Team (if equalities implications apply)	N/A	
Climate Change Team (if climate change implications apply)	N/A	