

REPORT OF THE EMPLOYMENT COMMITTEE

A. PAY POLICY STATEMENT 2023/2024

Introduction

1. This report concerns the Council's proposed Pay Policy Statement 2023/2024.

Background

2. 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 full Council.
3. This statement must set out the Council's policies in relation to:
 - a) The remuneration of its Chief Officers.
 - b) The remuneration of its lowest-paid employees; and
 - c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not Chief Officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2023/2024 on or before 1st April 2023.

Key Points

6. The proposed Pay Policy Statement which is attached as Appendix A to this report sets out:-
 - a) The Council's approach to job evaluation and grading of posts;
 - b) Additional payments that employees are eligible to receive, such as night enhancement, overtime, etc.;
 - c) The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce (excluding schools but including ESPO), is 1:7.70;
 - 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 employees.
7. The current pay structure for all employees up to and including Grade 17 covers the period from 1 April 2021 to 31 March 2022. A pay award covering the same period was also agreed for employees on Joint Negotiating Committee (JNC) terms and conditions for Chief Officers and Chief Executives. These conditions remain in place until further notice.
8. Following majority agreement on 28 February 2022, a pay award was implemented in March 2022 as follows:

- i. With effect from 1 April 2021, an increase of 2.75 per cent on National Joint Council (NJC) pay point 1;
 - ii. With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above;
 - iii. Resumption of the outstanding work of the joint Term-Time Only review group. (This was established as part of the 2016-18 pay deal to undertake a joint review of term-time working to consider “an NJC approach to deliver fair, consistent and transparent contracts for school support staff and term-time only staff not employed in schools”. The review is taking much longer than originally anticipated due to the impact of the pandemic and the complex nature of the issues under discussion);
 - iv. Discussions on homeworking policies, mental health support and family friendly policies.
9. For Leicestershire County Council, this has meant that pay points 1 and 2 within grade 2 now receive the same hourly rate of pay of £9.50. A pay award of 1.75% was also made in respect of Chief Officers and Chief Executives and was also backdated to 1 April 2021.

Consideration by Employment Committee

10. The Policy was considered at the meeting of the Employment Committee on 17th November. The recommendation of the Committee appears in the motion set out below. The Committee noted that following agreement of the 2022/23 pay offer at national level the pay structure would be amended accordingly.

(Motion to be moved:

That the County Council’s Pay Policy Statement 2023/2024, as set out in the Appendix to the report of the Employment Committee, be approved.)

17th November 2022

**Mr L. Breckon
Chairman**

Background Papers

Report of the Director of Corporate Governance to the Employment Committee on 17th November 2022 - [link](#)

Appendices

Appendix A – Pay Policy Statement