

For publication

Approval of the Senior Pay Policy Statement 2024-25

Meeting:	Joint Cabinet Employment and General Committee Council
Date:	20 February 2024 28 February 2024
Cabinet portfolio:	Customers and Business Transformation
Directorate:	Digital, HR and Customer Services

1.0 Purpose of the report

- 1.1 The Council is required to prepare a Senior Staff pay policy statement each year that sets out its approach to recognising and rewarding its Chief Officers in a fair, consistent, and equitable manner. The statement must be considered at Full Council each year and cannot be devolved to any other person or committee.

2.0 Recommendations

- 2.1 That Council approves the Senior Staff pay policy statement for 2024–25 as set out in Appendix 1 to this report.

3.0 Reasons for recommendations

- 3.1 Approval and publication of this report enables elected members of Chesterfield Borough Council to comply with the requirements of the Localism Act 2011 and with the Local Government Transparency Code 2015 relating to the pay of its Chief Officers.

4.0 Report details

- 4.1 Section 38 - 42 of the Localism Act 2011 requires that Chesterfield Borough Council prepares a pay policy statement for Chief Officers each financial year. The statement must be approved by Full Council and must

be published on the Council's website. This action helps to increase public transparency and ensures local democratic accountability on pay.

- 4.2 The Act requires the Council to set out its policy on pay for its highest paid employees alongside policies towards its lowest paid employees. The requirement, introduced following Will Hutton's 2011 Review of Fair Pay in the Public Sector, reflects concerns over low pay within the Public Sector. The Act requires the Council to explain what it thinks the relationship should be between the remuneration of its Chief Officers and other employees. To help with this understanding, the Council monitors, and reports on the ratio between the highest and lowest paid employees (based on full time equivalent costs). The Council also monitors and reports on the ratio between its highest salary and median (the middle value) salary. This figure is known as a pay multiple and must not exceed 20:1.
- 4.3 In 2024-25 the pay multiple between the highest and lowest paid staff is 5.44:1
- 4.4 In 2024-25 the pay multiple between the highest and median paid staff is 4.01: 1. This is the lowest reported pay multiple achieved by the Council since monitoring and reporting of this measure has been implemented.
- 4.5 Chesterfield Borough Council's Senior Pay Policy Statement complies with legislation set through the statutory powers of the Localism Act 2011 and defines the pay structure for Chief Officers who are employed by the Council. The policy is reviewed annually and guides senior officer remuneration decisions.
- 4.6 If changes are made to Chief Officer pay and conditions during the financial year, the pay policy statement will be updated and republished.

5.0 Alternative options

- 5.1 As publication of the Senior Pay Policy Statement is a legislative requirement, no alternative options have been considered.

6.0 Implications for consideration – Financial and Value for Money

- 6.1 There are no direct financial implications arising from the recommendations in this report. The report and its attachment outline current arrangements regarding pay for chief officers and other staff. Any resultant costs are contained within existing employee budgets.

7.0 Implications for consideration – Legal

7.1 Annual approval and publication of the Senior Pay Policy enables the Council to meet the legislative requirements set out in the Localism Act 2011 and the Local Government Transparency Code 2014.

8.0 Implications for consideration – Human Resources

8.1 The Senior Pay Policy statement sets out a pay structure and remuneration package for Chief Officers which is transparent. It enables Elected Members, supported by the Human Resources team, to apply consistent pay and reward when undertaking recruitment for chief officer posts and reflects pay levels which are deemed adequate to secure and retain high quality employees who are dedicated to delivering public services within the borough.

8.2 A benchmarking and job evaluation exercise was completed in 2020 to ensure that chief officer pay is comparable to that of other Local Authorities. Re-evaluation will be undertaken at least every five years to ensure it remains fit for purpose.

9.0 Implications for consideration – Council Plan

9.1 The senior pay policy enables recruitment of employees who have the right skills and competence to enable the successful achievement of the activities set out in the Council Plan.

10.0 Implications for consideration – Climate Change

10.1 The senior pay policy does not generate any negative climate change implications for consideration.

11.0 Implications for consideration – Equality and diversity

11.1 The policy does not impact on specific groups or those with protected characteristics. The statement covers all paid staff within the Council.

12.0 Implications for consideration - Risk management

Description of the Risk	Impact	Likelihood	Mitigating Action	Impact	Likelihood
Failure to adhere to legislative requirements	H	L	Legislative requirements are reviewed annually, and the statement is developed accordingly.	H	L
Failure to update and publish the statement on an annual basis	H	L	The policy is reviewed annually and when	H	L

			recruitment of senior roles is required. Clear decision-making timetables will help ensure that statutory deadlines are achieved.		
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Decision information

Key decision number	<i>All key decisions must be in the Forward Plan at least 28 days in advance. There are constitutional consequences if an item is not in the Forward Plan when it should have been. Contact Democratic Services if in doubt.</i>
Wards affected	All wards

Document information

Report author	
<i>Rachel O'Neil, Service Director, Digital, HR and Customer Services</i>	
Background documents	
These are unpublished works which have been relied on to a material extent when the report was prepared.	
<i>This must be made available to the public for up to 4 years.</i>	
Appendices to the report	
Appendix 1	Senior Pay Policy 2024-25