

## For publication

### Approval of the Senior Pay Policy Statement 2022-23

|                           |                                   |
|---------------------------|-----------------------------------|
| <b>Meeting:</b>           | Full Council                      |
| <b>Date:</b>              | 23 February 2022                  |
| <b>Cabinet portfolio:</b> | Governance                        |
| <b>Directorate:</b>       | Digital, HR and Customer Services |

#### **1.0 Purpose of the report**

- 1.1 To seek approval to a revision of the current Senior Pay Policy Statement in accordance with the Localism Act 2011 and the Local Government (Transparency Requirements) (England) Regulations 2014.

#### **2.0 Recommendations**

- 2.1 That the revised Senior Pay Policy Statement be approved by Council.

#### **3.0 Reasons for recommendations**

- 3.1 This report provides transparency of the Council's senior pay policy and enables it to meet the requirements of the Localism Act 2011.

#### **4.0 Report details**

- 4.1 A first version of this Policy was developed in March 2012 following the implementation of the Localism Act 2011. Section 38 (1) of the Act requires that English and Welsh local authorities produce a Senior Pay Policy Statement for 2012/13 and each financial year after that. In 2014, the Department for Communities and Local Government published a revised Local Government Transparency Code on 3 October 2014 which sets out the requirement to publish data relating to Senior Pay. This Policy adheres to these requirements.

- 4.2 Legislation requires that the Policy is approved by Full Council each year and published on the Council's website.
- 4.3 The objective for publishing this information is to increase public transparency and local democratic accountability in how senior pay is set in local authorities. The intention is for Councils to be able to demonstrate value for money in the remuneration package of the senior managers and also show the role that local councillors play in determining senior reward.
- 4.4 A copy of the Senior Pay Policy Statement for 2022-23 is attached at Appendix 1.
- 4.5 The Senior Pay Policy 2022-23 reflects the reshape of the Corporate Leadership Team (CLT) which took place during 2020 and the tier four review in 2021.
- 4.6 The revised Corporate Leadership Team structure which was approved by Joint Cabinet & Employment and General Committee in October 2020 accepted the recommendation that the salary of the Chief Executive be increased in line with the external market to a salary of £120,000 (maximum). In light of the current financial circumstances the Chief Executive declined the increased pay offer and has remained on his existing salary.
- 4.6 The Senior Pay Policy is reviewed annually and guides senior officer recruitment. Should there be any significant changes in senior officer pay and conditions during the financial year, the Policy will be updated accordingly.
- 4.7 This report is due to be considered by Cabinet at its meeting on 22 February, 2022 where it is recommended that the report be supported and referred to Council for approval

## **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 – Council Plan**

- 6.1 The Senior Pay Policy reflects remuneration levels which are deemed adequate to secure and retain high quality employees who are

dedicated to delivering public services and the successful achievement of the activities set out in the Council Plan.

## **7.0 Implications for consideration – Financial and value for money**

7.1 The Senior Pay Policy sets out the pay structure for senior officers within Chesterfield Borough Council. A benchmarking and evaluation exercise has been completed to ensure that this pay structure meets the Council's needs and is comparable to other Local Authorities.

## **8.0 Implications for consideration – Legal**

8.1 Approval and publication of this Senior Pay Policy meets the legislative requirements set out in the Localism Act 2011 and the Local Government Transparency Code 2014.

## **9.0 Implications for consideration – Human resources**

9.1 The Senior Pay Policy sets out a pay structure and remuneration package which is transparent and enables the human resources team to recruit to senior management posts in a consistent way.

## **10.0 Implications for consideration – Risk management**

| Description of the Risk  | Impact | Likelihood | Mitigating Action  | Impact | Likelihood |
|--|--------|------------|--|--------|------------|
| Failure to publish the Senior Pay Policy Statement             | H      | L          | Clear decision-making timetables will ensure that statutory deadlines are achieved | H      | L          |
| Failure to update and publish the statement on an annual basis | H      | L          | The policy is reviewed annually and when recruitment of senior roles is required.  | H      | L          |

## **11.0 Implications for consideration – community wellbeing**

11.1 The senior pay policy supports the recruitment and retention of employees who can deliver the Council's community wellbeing ambitions.

## **12.0 Implications for consideration – Economy and skills**

12.1 The senior pay policy supports the recruitment and retention of employees who can deliver the Council's economic growth ambitions.

## **13.0 Implications for consideration – Climate Change**

13.1 The senior pay policy supports the recruitment and retention of employees who can deliver the Council's climate change ambitions.

## **14.0 Implications for consideration – Equality and diversity**

14.1 The policy does not impact on specific groups or protected characteristics.

### **Decision information**

|                            |           |
|----------------------------|-----------|
| <b>Key decision number</b> | 1088      |
| <b>Wards affected</b>      | All wards |

### **Document information**

|   |                           |
|---|---------------------------|
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| <b>Appendices to the report</b>   |                           |
| Appendix 1  | Senior Pay Policy 2022-23 |