

For publication

Approval of the Senior Pay Policy Statement 2023 - 24

Meeting:	Council
Date:	15 May 2023
Cabinet portfolio:	Customers and Business Transformation
Directorate:	Digital, HR and Customer Services

1.0 Purpose of the report

- 1.1 This report provides information on the Senior Pay Policy Statement for Chesterfield Borough Council relating to the 2023 – 24 financial year.

2.0 Recommendations

- 2.1 That the Senior Pay Policy Statement for the financial year 2023 – 24 is approved by Council and published on the Council's website.

3.0 Reasons for recommendations

- 3.1 The report and supporting Statement enables the Council to meet the requirements of the Localism Act 2011 and the Local Government (Transparency Requirements) (England) Regulations 2014 in relation to publishing information about pay for its most senior employees.

4.0 Report details

- 4.1 A first version of this policy statement 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.
- 4.2 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.
- 4.3 Legislation requires that the policy statement is approved by Full Council each year and is then published on the Council's website.
- 4.4 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 packages paid to their senior managers and show the role that local councillors play in determining the scale and nature of these packages.

- 4.5 A copy of the Senior Pay Policy Statement for 2023 – 24 is attached at Appendix 1. The Policy Statement 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 Statement will be updated accordingly.

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 The Senior Pay Policy Statement sets out the pay structure for senior officers within Chesterfield Borough Council. A benchmarking and evaluation exercise was completed in 2020 to ensure that this pay structure meets the Council's needs and is comparable to the pay structures of similarly sized Councils serving similar populations.

7.0 Implications for consideration – Legal

- 7.1 Approval and publication of this Senior Pay Policy Statement meets 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 fair and consistent criteria for the recruitment of senior officers to the Council. It also explains how the pay of senior officers relates to those of the general workforce.

9.0 Implications for consideration – Council Plan

- 9.1 The Senior Pay Policy Statement 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.

10.0 Implications for consideration – Climate Change

- 10.1 The Senior Pay Policy Statement supports the recruitment and retention of employees who are suitably skilled to deliver the Council's climate change ambitions.

11.0 Implications for consideration – Equality and Diversity

11.1 The Senior Pay Policy Statement supports equality of pay. There are no implications of note for specific groups or employees with protected characteristics.

12.0 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

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 Statement 2023 - 24