

Corporate Policy Committee

18 January 2024

Pay Policy Statement 2024/25

Report of: Alex Thompson, Director of Finance and Customer Services

Report Reference No: CP/36/23-24

Ward(s) Affected: Not applicable

Purpose of Report

This report outlines the Pay Policy Statement for 2024/25 for the Corporate Policy Committee to recommend to Council.

Executive Summary

- 1 Section 38 of the Localism Act (2011) requires Local Authorities to produce a Pay Policy Statement by 31 March on an annual basis. Regard continues to be given to any guidance from the Secretary of State in producing this statement and the Local Government Transparency Code (2015).
- 2 The Pay Policy Statement for 2024/25 reflects the expected position at 1 April 2024 and is attached as Appendix 1. Changes since last year's Statement are outlined in section 10 of this report.

RECOMMENDATIONS

The Corporate Policy Committee is recommended to:

1. Note the changes to the 2023/24 Pay Policy Statement as outlined in section 10 of this report.

The Corporate Policy Committee recommends to Council:

2. That Council approve the Pay Policy Statement for 2024/25.
3. That for the Pay Policy Statement 2024/25, any in year changes are approved by the Monitoring Officer and published accordingly.

Background

- 3 The purpose of the Pay Policy Statement is to increase accountability, transparency, and fairness regarding the Council's approach to pay with particular focus on its Chief Officers.

Consultation and Engagement

- 4 The Pay Policy Statement 2024/25 will be shared with Trade Unions.

Reasons for Recommendations

- 5 A Pay Policy Statement has been required to be produced annually since 2012/13 under Section 38 of the Localism Act (2011). Local Authorities must have their Pay Policy Statement approved by full Council and published on their website no later than the 31 March prior to the financial year to which it relates.

Other Options Considered

- 6 Not applicable

Key Updates to the Pay Policy Statement

- 7 The Pay Policy Statement 2024/25 follows the style and format of the Statement published in 2023/24. The Statement focuses on the broad principles and policies regarding pay and has links to further information and statistical data available on the Council's website and associated policies.
- 8 The Statement has again been designed to be user friendly for public consumption and should require minimal updates each subsequent year.
- 9 The links to further information including the link to pay multiples will be updated as appropriate through the coming year.
- 10 Changes since the last Pay Policy Statement are as follows:
 - (a) Included that the Council also employs staff on Soulbury and Youth and Community Workers terms and conditions (see page 4).
 - (b) Removed reference to SCP1 in the section on 'NJC Employees' as this has now been deleted from the NJC pay spine (see page 4).
 - (c) Removed the reference to a decision being taken 'each year' in relation to running MARS. It now reads: *a decision is taken whether to run the scheme by the Chief Executive and due*

regard will again be given to the statutory guidance on exit payments (see page 7).

- (d) The salary range for the Chief Executive has been updated and is included in section 4.1, page 4. The updated range is £170,000 to £190,000 and was approved by Council at its meeting on 18th October 2023.

Implications and Comments

Monitoring Officer/Legal

- 11 The Council is required to produce and publish a Pay Policy Statement agreed by full Council each year, under Section 38 of the Localism Act (2011).
- 12 In addition, the Local Government Transparency Code (2015) requires information on organisational structure, senior salaries and pay multiples to be published annually each year.
- 13 This report and the accompanying Pay Policy Statement, with associated links in Appendix 1, once approved and adopted ensures that Cheshire East Council complies with these requirements.

Section 151 Officer/Finance

- 14 There are no direct financial implications associated with approving the updated Pay Policy Statement 2024/25 and no budgetary adjustments are proposed in relation to this report.

Policy

- 15 Any decisions relating to the pay and remuneration of Chief Officers must comply with the Pay Policy Statement in place at the time for that financial year. Whilst the Statement can be amended during the year should the need arise, in-year changes are subject to approval by the Council's Monitoring Officer.

Equality, Diversity and Inclusion

- 16 There are no direct equality implications associated with approving the updated Pay Policy Statement 2024/25, any potential implications relating to pay are addressed within the relevant pay policies.

Human Resources

- 17 Associated pay policies and HR support must comply with the Pay Policy Statement.

Risk Management

- 18 If the Council does not follow specific aspects of the guidance issued by DCLG and therefore does not achieve appropriate levels of openness and accountability, DCLG can take steps to require the Council to adapt particular policies.

Rural Communities

- 19 There are no direct implications for rural communities.

Children and Young People including Cared for Children, care leavers and Children with special educational needs and disabilities (SEND)

- 20 There are no direct implications for children and young people.

Public Health

- 21 *There are no direct implications for public health.*

Climate Change

- 22 There are no direct implications on climate change.

Access to Information	
Contact Officer:	Sara Barker, Head of HR Email: sara.barker@cheshireeast.gov.uk phone: 01270 686328
Appendices:	Appendix 1 – Draft Pay Policy Statement 2024/25
Background Papers:	None