

Corporate Policy Committee

Date of Meeting: 10 February 2022

Report Title: Pay Policy Statement 2022/23

Report of: Jane Burns, Executive Director of Corporate Services

Report Reference No: CP/60/21-22

Ward(s) Affected: Not applicable

Corporate Plan Priorities			
	Open	An open and enabling organisation	X
	Fair	A council which empowers and cares about people	
	Green	A thriving and sustainable place	

1. Purpose of Report

- 1.1.** The purpose of this report is to outline the changes to the Pay Policy Statement for 2022/23 and for the Corporate Policy Committee to recommend the policy to Council.

2. Executive Summary

- 2.1.** Section 38 of the Localism Act (2011) requires Local Authorities to produce a Pay Policy Statement by 31st 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).
- 2.2.** The Pay Policy Statement for 2022/2023 which reflects the expected position at 1st April 2022 is attached as Appendix 1. Changes since last year's Statement are outlined in section 7 of this report.

3. Recommendations

- 3.1.** That the in-year changes since the 2021/22 Pay Policy Statement be noted as outlined in section 7.4 and 7.5 of this report.
- 3.2.** That the changes in the 2022/23 Pay Policy Statement (see Appendix 1) are also noted in section 7.6 of this report.
- 3.3.** That the attached Pay Policy Statement for 2022/23 be recommended by the Corporate Policy Committee to Council for approval and published accordingly.
- 3.4.** That the agreed Pay Policy Statement for 2022/23 is reviewed in-year and any further changes are approved by the Monitoring Officer and published accordingly.

4. Reasons for Recommendations

- 4.1.** 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 31st March prior to the financial year to which it relates.

5. Other Options Considered

- 5.1.** Not applicable.

6. Background

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

7. Key Updates to the Pay Policy Statement

- 7.1.** The Pay Policy Statement 2022/23 follows the style and format of the Statement published in 2021/22. 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.
- 7.2.** The Statement has again been designed to be user friendly for public consumption and should require minimal updates each subsequent year.
- 7.3.** The links to further information will be updated as appropriate through the coming year.
- 7.4.** Changes since the Pay Policy Statement approved by Council in March 2021 are mainly associated with Performance Related Pay (PRP) for senior

management and information in relation to the new JNC and NJC pay structures and have been approved by the Monitoring Officer in-year as follows:

- 7.4.1.** Performance Related Pay (PRP) for senior management has been removed and two new grades (13 and 14) with incremental progression have been introduced in the JNC pay structure (see pages 2 and 3).
- 7.4.2.** The grade overlaps up to Grade 8 and the minimum spinal column point in Grade 9 (SCP27) have been removed in the NJC Pay structure (see page 3).
- 7.4.3.** The pay and grading structure (Link 1) has been updated to reflect the latest JNC and NJC pay structures as outlined above.
- 7.5.** Further in-year amendments have been agreed, mainly to reflect changes made in the Council Constitution and the move to a committee system as follows:
 - 7.5.1.** Removed the post titles (Chief Officer and Deputy Chief Officer) that were listed against the Tier 2 and 3 salary packages (see page 3).
 - 7.5.2.** Changed 'Appointment Panel made up of members of the Staffing Committee' to the 'Appointments Committee' as the Council moved to a committee system for decision making from May 2021 (see page 4).
 - 7.5.3.** Key statutory posts (Head of Paid Service, Section 151 Officer and Monitoring Officer) are Council appointments has been stated in the section on 'Recruitment of Chief Officers' (see page 4).
 - 7.5.4.** Changed the reference to the 'Leader and the relevant Portfolio Holder' to 'Chair of the Corporate Policy Committee' in regard to agreeing the re-employment of former employees who left on grounds of VR or severance (see page 7).
- 7.6.** Changes specifically for the 2022/23 Pay Policy Statement, that have not been approved in-year (prior to 1st April 2022), are as follows:
 - 7.6.1.** The 'important note' on page 6 in the 2021/22 Pay Policy Statement has been removed in the 2022/23 PPS (see Appendix 1) in regard to the Restriction of Public Sector Exit Payments (Revocation) Regulations. The Pay Policy Statement will be updated as and when reforms to exit payments are introduced.

8. Consultation and Engagement

- 8.1.** The Pay Policy Statement 2022/23 will be shared with Trade Unions.

9. Implications

9.1. Legal

- 9.1.1.** 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).
- 9.1.2.** In addition, the Local Government Transparency Code (2015) requires information on organisational structure, senior salaries and pay multiples to be published annually each year.
- 9.1.3.** This report and the accompanying Pay Policy Statement, with associated links in Annex 1, once approved and adopted ensures that Cheshire East Council complies with these requirements.

9.2. Finance

- 9.2.1.** There are no direct financial implications associated with approving the updated Pay Policy Statement 2022/23 and no budgetary adjustments are proposed in relation to this report.

9.3. Policy

- 9.3.1.** 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 will be subject to the approval of the Monitoring Officer.

9.4. Equality

- 9.4.1.** There are no direct equality implications associated with approving the updated Pay Policy Statement 2022/23, any potential implications relating to pay are addressed within the relevant pay policies.

9.5. Human Resources

- 9.5.1.** Associated pay policies and HR support must comply with the Pay Policy Statement. Updates on the Workforce Strategy and workforce data are provided to the Corporate Policy Committee on a regular basis.

9.6. Risk Management

- 9.6.1.** 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 (now DLUHC) can take steps to require the Council to adapt particular policies.

9.7. Rural Communities

9.7.1. There are no direct implications for rural communities.

9.8. Children and Young People/Cared for Children

9.8.1. There are no direct implications for children and young people.

9.9. Public Health

9.9.1. There are no direct implications for public health.

9.10. Climate Change

9.10.1. There are no direct implications on climate change.

Access to Information	
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Appendices:	Appendix 1 – Draft Pay Policy Statement 2022/23
Background Papers:	None