

Cherwell District Council

Full Council

28 February 2022

Pay Policy Statement 2022/23

Report of Director of Human Resources

This report is public

Purpose of report

The Localism Act requires all councils to agree and publish a Pay Policy Statement every financial year. The Act lays down requirements on the content of the statement. This requirement is supplemented by detailed guidance from the Department for Communities and Local Government entitled 'Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act'.

The Act requires the Pay Policy Statement to be agreed by Full Council. As required by the Act and Code of Practice, once approved by Council the Pay Policy Statement will be published on the Council's website and will be available on request.

1.0 Recommendations

The meeting is recommended:

- 1.1 To approve the Pay Policy Statement for 2022/2023.
- 1.2 To recommend that an updated Pay Policy Statement is sought in year to reflect any change to structural arrangements during 2022/2023 following the decision to formally end the s113 arrangements between Cherwell District Council and Oxfordshire County Council.
- 1.3 To note that that the cost of living pay award for 2021/2022 has not yet been agreed or implemented and is therefore not reflected in the figures.

2.0 Introduction

- 2.1 The code of Recommended Practice for Local Authorities on Data Transparency (updated in 2014) requires that councils publish prescribed information on senior pay, jobs and organisational structures.
- 2.2 The content of the Council's Pay Policy Statement must contain the following information:

- The ratio between the highest paid chief officer and the lowest paid employees at the council and the highest paid chief officer and the median pay point at the council.
- The ratio between the average salary of all chief officers and the lowest paid employees and the average salary of all chief officers and the median pay point at the council.
- The appointment arrangements for all chief officers at the council.
- Pay strategy, design, structures, and arrangements including job evaluation methods and arrangements for pay progression.
- Pay arrangements on termination of employment

3.0 Report Details

- 3.1 The Pay Policy Statement fulfils the requirements set down by the relevant legislation and codes.
- 3.2 Following the decision to formally end the s113 arrangements between Cherwell District Council and Oxfordshire County Council, it is anticipated that the Pay Policy Statement will require revision in-year to reflect any changing structural arrangements at the Council during 2022/2023.
- 3.3 The data included in the Pay Policy Statement at Appendix A attached to this report reflects the managerial arrangements as at 9th February 2022 and excludes the costs of interim arrangements pending any permanent structural arrangements that may be made in year 2022/2023.

4.0 Conclusion and Reasons for Recommendations

- 4.1 The Council is required to approve and publish on the Council's website a Pay Policy Statement each financial year.
- 4.2 Following the decision to formally end the s113 arrangements between Cherwell District Council and Oxfordshire County Council, it is anticipated that the Pay Policy Statement will require revision in-year to reflect any changing structural arrangements and costs .

5.0 Consultation

None

6.0 Alternative Options and Reasons for Rejection

- 6.1 The following alternative options have been identified and rejected for the reasons as set out below.

Option 1: Not to approve the Pay Policy Statement. This is not recommended as the review and adoption of a Pay Policy Statement is a statutory requirement each financial year.

7.0 Implications

Financial and Resource Implications

7.1 There are no financial implications arising as a result of this report.

Comments checked by:

Michael Furness, Assistant Director Finance and s151 Officer,
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Legal Implications

7.2 The Localism Act 2011 requires Council's to approve an Annual Pay Policy Statement by 31 March each year and to publish it as soon as reasonably practicable after it has been approved.

The Pay Policy Statement will be submitted to the 28 February Council meeting for approval, ensuring the Council fulfils this requirement.

Comments checked by:

Anita Bradley, Director of Law and Governance, anita.bradley@cherwell-dc.gov.uk

Risk Implications

7.3 If the Council does not agree to publish a Pay Policy Statement, it would not be complying with the requirements of the Localism Act 2011.

Comments checked by:

Louise Tustian, Head of Insight and Corporate Programmes
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Equalities and Inclusion Implications

7.4 The Pay Policy Statement will afford the Council a regular opportunity to ensure that the remuneration of senior managers remains commensurate with the responsibilities of the roles relative to the pay of the Council's overall workforce.

Comments checked by:

Emily Schofield, Acting Head of Strategy, Tel: 07881 311707, Email:
Emily.schofield@cherwell-dc.gov.uk

Sustainability Implications

7.5 There are no sustainability implications arising directly from this report.

Comments checked by:

Sandra Fisher-Martins, Climate Action Mobilisation Manager
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8.0 Decision Information

Key Decision

Financial Threshold Met: N/A

Community Impact Threshold Met: N/A

Wards Affected

All

Links to Corporate Plan and Policy Framework

The Pay Policy Statement is submitted pursuant to a statutory requirement

Lead Councillor

N/A

Document Information

Appendix number and title

- Appendix 1 – Pay Policy Statement 2022/23

Background papers

None

Report Author and contact details

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