

PAY POLICY STATEMENT 2021/22

Meeting	Council
Date	21 January 2022
Report Author	Madeline Homer, Chief Executive
Portfolio Holder	Cllr Ash Ashbee, Leader
Status	For Decision
Classification:	Unrestricted
Ward:	All

Executive Summary:

This Pay Policy Statement sets out the Council's approach to pay in accordance with the requirements of section 38 of the Localism Act 2011. The purpose of the statement is to provide transparency with regard to the council's approach to setting the pay of its employees. This paper presents the Pay Policy Statement to cover the financial year 2021/22. The Localism Act 2011 requires that the Pay Policy Statement must be approved by resolution of the Council and then published soon after.

Recommendation(s):

To approve and adopt the Pay Policy Statement 2021/22 attached at Annex 1, after which the Policy will be published on the Council's website.

Corporate Implications

Financial and Value for Money

The budget relating to staff pay is agreed through appropriate authority procedures and is within current budget

Legal

The Pay Policy Statement must be approved by resolution of the Council to ensure compliance with the Localism Act 2011.

Corporate

The Pay Policy Statement supports the Council's objective of transparency, ensures compliance with statutory legislation and provides direction for members and officers making decisions on pay.

Equality Act 2010 & Public Sector Equality Duty

Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to the aims of the Duty at the time the decision is taken. The aims of the Duty are: (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it, and (iii) foster good relations between people who share a protected characteristic and people who do not share it.

Protected characteristics: age, sex, disability, race, sexual orientation, gender reassignment, religion or belief and pregnancy & maternity.

This report relates to the following aim of the equality duty: -

- To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- To advance equality of opportunity between people who share a protected characteristic and people who do not share it
- To foster good relations between people who share a protected characteristic and people who do not share it.

In determining pay and remuneration for all of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act 2010 and the Public Sector Equality Duty.

CORPORATE PRIORITIES

This report relates to the following corporate priorities: -

- Communities

1.0 Introduction and Background

- 1.1 Section 38 of the Localism Act 2011 requires the Council to produce and publish a Pay Policy Statement for each financial year.
- 1.2 The Pay Policy Statement ensures transparency with regard to the Council's approach to setting the pay of all its employees. It identifies the methods by which salaries of all employees are determined; the detail and level of remuneration of its most senior staff i.e. 'Chief Officers', as defined by the relevant legislation; the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.
- 1.3 The Pay Policy Statement provides direction to members and officers making detailed decisions on pay, providing a clear statement of the principles underpinning decisions on the use of public funds.

2.0 The Current Situation

- 2.1 In accordance with the Localism Act 2011, the Council is required to prepare and approve a Pay Policy Statement.
- 2.2 The Council's Pay Policy Statement 2021/22 must be approved by resolution of the Council before it comes into force.
- 2.3 The Pay Policy Statement 2021/22 is attached at annex 1 and details the Council's approach to setting the pay of its employees.

3.0 Next Steps

- 3.1 If approved, the Pay Policy Statement attached at Annex 1 will be published on the Council's website.

Contact Officer: *Estelle Culligan (Director of Law and Democracy)*

Reporting to: *Madeline Homer (Chief Executive)*

Annex List

Annex 1: Pay Policy Statement 2021/22

Background Papers

None

Corporate Consultation

Finance: *Chris Blundell (Director of Finance)*

Legal: *Estelle Culligan (Director of Law and Democracy)*

**THANET DISTRICT COUNCIL
RECORD OF DECISION OF CABINET / INDIVIDUAL CABINET
MEMBER**

(Delete the inapplicable)

Name of Cabinet Member:

Relevant Portfolio:

Date of Decision:

Subject:

Key Decision: Yes/No

In the Forward Plan: Yes/No

Brief summary of matter:

(Enter text here)

Decision made:

(Enter text here)

Reasons for decision:

(Enter text here)

Alternatives considered and why rejected:

(Enter text here)

Details of any conflict of interest declared by any executive Member who has been consulted and of any dispensation granted by the Standards Committee:

(Enter text here)

Author and date of officer report:

(Enter text here)

Background papers:

(Enter text here)

Statement if decision is an urgent one and therefore not subject to call-in:

(Enter text here)

Signature:

(Only needed if an individual Cabinet Member Decision - Delete when completing template)