

## BARNSELEY METROPOLITAN BOROUGH COUNCIL

**REPORT OF:** EXECUTIVE DIRECTOR, CORE SERVICES

**TITLE:** Implementation of the 2023/24 Pay Policy Statement

<b>REPORT TO:</b>	<b>Cabinet</b>
<b>Date of Meeting</b>	<b>22 March 2023</b>
<b>Cabinet Member Portfolio</b>	<b>Core Services</b>
<b>Key Decision</b>	<b>Yes</b>
<b>Public or Private</b>	<b>Public</b>

### **Purpose of report**

The purpose of this report is to seek approval to implement the council's 2023/24 Pay Policy Statement in accordance with section 38 to 43 of the Localism Act 2011.

### **Council Plan priority**

The Pay Policy Statement contributes to the following council's strategic priorities:

- Healthy Barnsley
- Learning Barnsley
- Enabling Barnsley

### **Recommendations**

For council to approve the 2023/24 Pay Policy statement contained at Appendix 1.

## **1. INTRODUCTION**

- 1.1 Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The statement must articulate the council's policy towards the pay of the workforce, particularly Chief Officers and lowest paid employees.
- 1.2 The Act requires that Pay Policy Statements are produced annually, are considered by full council and are published on the council's website.

## **2. PROPOSAL**

2.1 The 2023/24 Pay Policy Statement has been reviewed in accordance with the Act and has been updated as follows.

New addition:

- Section 9 has been updated to incorporate the addition of the approvals process in relation the Special Severance Payments Statutory Code of Practice.

Updates:

- All paragraphs containing council links to internal documents have been updated to reflect the latest versions sat within SharePoint.
- Paragraph 2.5 has been updated to reflect the current and retitled School Teachers' Pay and Conditions Document 2022 and guidance on School Teachers' Pay and Conditions
- Paragraph 3.1 has been updated to reflect the latest salaries and hourly rate of pay.
- Paragraph 4.1 has been updated with the latest salaries, median average and pay multiple.
- Paragraph 4.2 has been updated to reflect the statement of accounts for 2021/22.
- Paragraph 8.2 removed as now falls under Section 9 relating to Special Severance Payments Statutory Code of Practice.
- Previous sections 9-12 have been renumbered to 10-13.

## **3. IMPLICATIONS OF THE DECISION**

### **3.1 Financial and Risk**

There are no direct financial implications for the council as a result of this report.

The recommended policy provides information on how the council remunerates its employees and as such provides a standard framework to be applied to employee remuneration therefore reduces the risk of inconsistencies in this area.

### **3.2 Legal**

The Pay Policy consolidates a number of existing policies that have previously been reviewed by Legal Services.

### **3.3 Equality**

Equality Impact Assessment Pre-screening completed determining full EIA not required.

### **3.4 Sustainability**

Decision-making wheel not completed as not considered relevant for this report.

### **3.5 Employee**

The proposed Pay Policy Statement applies to all employees except those employed in locally managed schools and brings together a number of existing policies and local agreements in one document.

### **3.6 Communications**

To comply with mandatory requirements the Pay Policy will be published on the council's website.

## **4. CONSULTATION**

4.1 The Senior Management Team has been consulted.

4.2 The Communications and Marketing Team has been consulted.

4.3 The Trade Unions have been informed.

## **5. ALTERNATIVE OPTIONS CONSIDERED**

5.1 An alternative option would be to not produce a Pay Policy Statement. However, this would contravene section 38(1) of the Localism Act 2011. Consequently, this is not a viable option.

## **6. REASONS FOR RECOMMENDATIONS**

6.1 For council to approve the 2023/24 Pay Policy statement contained at Appendix 1.

## **7. GLOSSARY**

DCLG – Department for Communities and Local Government.

## **8. LIST OF APPENDICES**

Appendix 1 – 2023/24 Pay Policy Statement.

## **9. BACKGROUND PAPERS**

9.1 DCLG Guidance: Openness and Accountability in Local Pay February 2012.

9.2 DCLG Guidance: Openness and Accountability in Local Pay Supplementary Guidance February 2013.

9.3 DCLG Local Government Transparency Code 2014.

9.4 Localism Act 2011

These documents are contained in working files in Human Resources and are available for inspection.

**10. REPORT SIGN OFF**

<b>Financial consultation &amp; sign off</b>	Senior Financial Services officer consulted and date  Vanessa Hunter 22.12.2022
<b>Legal consultation &amp; sign off</b>	Legal Services officer consulted and date  Jason Field 22/12/22

**Report Author: Anne Marie Tolan**  
**Post: Reward and HR Systems Manager**  
**Date: 22 December 2022**