

SLOUGH BOROUGH COUNCIL

REPORT TO: Council

DATE: 9th March 2023

CONTACT OFFICER: Surjit Nagra – AD HR
(For all enquiries:)

WARD(S): All

PART I **FOR DECISION**

RECOMMENDATION OF THE EMPLOYMENT AND APPEALS COMMITTEE FROM ITS MEETING HELD ON 22 DECEMBER 2022: PAY POLICY STATEMENT UPDATE 2023/2024

1. **Purpose of Report**

To provide Members with an update of the revisions to the Pay Policy Statement for the year 2023/24 as required by the Localism Act 2011.

2. **Recommendation**

Council is requested to approve the Pay Policy Statement 2023/24, as attached at Appendix A, for publication.

3. **Other Implications**

(a) **Financial**

The expected costs of all Council salaries are included within the annual revenue budget.

(b) **Risk Management**

None arising from this report.

(c) **Human Rights Act and Other Legal Implications**

Local Authorities are required by section 38 of the Localism Act 2011 (the Act) to prepare a pay policy statement and have regard for any guidance issued under section 40 of the Act and the Supplementary Guidance (on openness and accountability) released in February 2013. The policy statement should cover several matters concerning the pay of the authority's staff, principally Chief Officers.

The Pay Policy Statement appended to this report has been reviewed and meets the requirements of the Localism Act.

(d) Equalities Impact Assessment

None arising from this report.

4. **Supporting Information**

- 4.1 Council is required to approve the Pay Policy Statement and publish the Pay Policy Statement as required annually.
- 4.2 The Pay Policy Statement enables residents to understand the Council's pay policy for senior staff and how it relates to the salaries of the lowest paid. It provides transparency and enables residents to assess whether salaries paid represent value for money.
- 4.3 The Pay Policy Statement covers the financial year 2023/24.
- 4.4 When the national cost of living award for 2023/24 is agreed and implemented the pay scales, as attached at Appendix B, will be updated according to the increase in pay levels.
- 4.5 Once approved the Pay Policy Statement, as attached at Appendix A will be published on the Council's website.

5. **Comments of other Committees**

The Pay Policy Statement was considered at the meeting of the Employment and Appeals Committee held on 22 December 2022 and it was agreed that it be recommended to Council for approval. It was also agreed that delegated authority be given to the Monitoring Officer to make amendments to the pay policy, prior to submission to Council, to reflect any new appointments to Chief Officer roles and Appendix A has been updated to reflect these changes.

6 **Conclusion**

Members are requested to approve the Pay Policy Statement for 2023/24 as attached at Appendix A.

7. **Appendices Attached**

Appendix A - Pay Policy Statement 2023/2024 (to follow)
Appendix B - Slough Borough Council Salary Scales

8. **Background Papers**

None.