

## Slough Borough Council

<b>Report To:</b>	Council
<b>Date:</b>	6 <sup>th</sup> March 2025
<b>Subject:</b>	Pay Policy Statement
<b>Chief Officer:</b>	Will Tuckley Managing Director Commissioner/Chief Executive
<b>Contact Officer:</b>	Tracy Walters – Head of HR Policy and Strategy
<b>Ward(s):</b>	All
<b>Exempt:</b>	No
<b>Appendices:</b>	Appendix A – Pay Policy Statement 2025/26

### 1. Summary and Recommendations

- 1.1 This report sets out to provide members with an update of the revisions to the Pay Policy Statement for the financial year 2025/26 as required by the Localism Act 2011

#### Recommendation:

Council is recommended to approve the Pay Policy Statement 2025/26, as attached at Appendix A.

#### Commissioner Review

The Council should ensure that clear and transparent policies are in place where in addition to basic salary, additional allowances or supplements are being paid. These should be aligned to workforce planning and organisational performance needs.

Commissioners are content for this report to be considered.

### 2. Report

#### Introductory paragraph

- 2.1 The approved Pay Policy Statement 2025/26 will be published on the Council's website following approval.
- 2.2 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.

- 2.3 The Pay Policy Statement covers the financial year 2025/26.
- 2.4 When the national pay award for 2025/26 is agreed the pay scales will be updated and implemented according to the increase in pay levels.
- 2.5 Once approved by Full Council the Pay Policy Statement 2025/26, as attached at Appendix A will be published on the Council's website.
- 2.6 Guidance published under the Localism Act – Openness and accountability in local pay – refer to councillors taking a greater role in determining pay, ensuring that those decisions are taken by those who are directly accountable to local people. By publishing the statement, communities have greater access to the information they need to determine whether remuneration, particularly senior remuneration, is appropriate and commensurate with responsibility and set within the context of the pay of the wider workforce.

## **Background**

### **3. Implications of the Recommendation**

#### *3.1 Financial implications*

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

#### *3.2 Legal implications*

3.2.1 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 2012. The policy statement should cover several matters concerning the pay of the authority's staff, principally Chief Officers and other senior staff.

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

3.2.2 The pay policy statement and any in-year amendments to it must be considered by a meeting of Full Council and cannot be delegated to any committee. As these meetings consider the general principles of pay, these meetings should take place in public. Staffing matters are non-executive functions and therefore the pay policy statement should be reviewed by the Employment Committee to allow it to scrutinise the content and make a recommendation to Full Council on its appropriateness.

3.2.3 The Council is expected to set out its approach to publication of and access to information relating to the remuneration of chief officers, including salaries and payments made under contract for services, expenses, bonuses, performance related pay, as well as contractual arrangements. The Council sets this information out in its pay policy statement, including any market supplements or honorariums

being paid and the pay rate for any agency staff fulfilling these roles. The Council can choose to include the rates of pay of other highly paid members of staff if this is relevant in the local circumstances.

3.2.3 The guidance states that authorities should use their pay policy statements to explain their policies toward the reward of chief officers who were previously employed and who were in receipt of a severance or redundancy payment from the authority. The policy includes reference to termination payments, including that any redundancy or severance package in excess of £100,000 will be reported to Full Council.

### 3.3 *Risk management implications*

3.3.1 There are no risks arising out of this report.

### 3.4 *Environmental implications*

3.4.1 There are no environmental implications arising out of this report

### 3.5 *Equality implications*

3.5.1 The Council has duties under the Equality Act 2010, which include the public sector equality duty and specific duties in relation to publication of a gender pay gap. The Council has in the past chosen to publish information about pay in relation to a wider range of protected characteristics. The Committee should consider the information in the pay policy statement, including the multiplier or relationship between the highest and lowest paid staff. This, alongside equality monitoring data, will allow the committee to consider how it is having due regard to equality of opportunity between staff or applicants with protected characteristics and those without.

### 3.7 *Workforce implications*

3.7.1 The pay policy statement sets out the pay structures for the Council.

## 4. **Background Papers**

None