

LONDON BOROUGH OF WALTHAM FOREST

Committee/Date:	Council, 2 March 2023
Report Title:	Pay Policy Statement 2023/24
Directorate:	Deputy Chief Executive
Contact Details	Shazia Hussain Deputy Chief Executive. Shazia.hussain@walthamforest.gov.uk
Wards affected:	None affected
Public Access	Open
Appendices	<p>Appendix A: Pay Policy Statement 2023/2024 along with supporting documentation</p> <p>Appendix 1: Non-Chief Officer Posts: Grades and Spinal Points</p> <p>Appendix 2: London Borough of Waltham Forest Education Pay Scales (Soulbury, NEOST, Lecturers: excluding schools)</p> <p>Appendix 3: Chief Officer Grades and Spinal Points</p> <p>Appendix 4: Chief Officer Remunerated Posts</p> <p>Appendix 5: Senior Pay at London Borough Waltham Forest</p> <p>Appendix 6: Senior Pay at London Borough of Waltham Forest, Salary Banding by Directorate</p>

1. SUMMARY

- 1.1 This report seeks Council approval of the Pay Policy Statement for 2023/2024 in accordance with the Localism Act 2011 and the Local Government Transparency Code 2015.

2. RECOMMENDATIONS

- 2.1 For the reasons set out in this report, Council is recommended to:

2.1.1 adopt the Pay Policy Statement 2023/24

3. BACKGROUND

- 3.1 The Localism Act 2011 requires every local authority to prepare and publish a pay policy statement for the following financial year. The statement needs to set out the authority's policies relating to remuneration of chief officers in comparison to the non-chief officers within the organisation.
- 3.2 Under the Local Government Transparency Code 2015, the Council is also required to supply additional information regarding trade union representation and associated financial implications.
- 3.3 In addition, the Council also publishes details of all roles attracting an annual salary of £50,000 or more.
- 3.4 There are no substantive policy or financial changes to our pay policy

4. PROPOSAL

- 4.1 The Pay Policy Statement for 2023/24 is attached in full at **Appendix A**. The statement includes details of the council's remuneration strategy for Chief Officer graded posts as well as the approach taken to non-Chief Officer roles.

5 EXIT PAYMENTS

- 5.1 With effect from 12 May 2022, the Department for Levelling Up, Housing & Communities (DLUHC) issued statutory guidance which applies to the Council when considering and making Special Severance Payments (SSPs). The guidance is issued under section 26 of the Local Government Act 1999.
- 5.2 There is a statutory requirement for public bodies like the Council, to ensure that all payments being made under statutory, contractual or other requirements to employees leaving employment in public service which exceed £100,000, must be approved by Full Council,. The updated Statutory guidance has added an approval mechanism for payments made between the sums of £20,000 and £100,000. This requirement is that the authorisation of both the Head of Paid Service and the Leader must be obtained for Special Severance Payments made above the sum of £20,000. The Council has put in place processes to ensure compliance with these requirements.

6 PEOPLE STRATEGY

The Council has made excellent progress implementing its [People Strategy](#) to improve the working experience of employees. The strategy will continue to develop the Council's culture, values and engender a sense of belonging and trust along with its reward and recognition package. The Council continues to explore further actions and ways in which we can reduce our Gender and ethnicity pay gaps working with the Racial Equality Network to improve the Ethnicity Pay gap and the Women's Network to improve the Gender Pay gap.

7. SUSTAINABLE COMMUNITY STRATEGY PRIORITIES (AND OTHER NATIONAL OR LOCAL POLICIES OR STRATEGIES)

7.1 Not applicable.

8. CONSULTATION

8.1 All pay, terms and conditions are negotiated with recognised trade unions, as and when amended.

9. IMPLICATIONS

9.1 Finance and Risk

9.1.1 The employment cost of all posts including Chief Officers are budgeted for within the Council's staffing costs.

9.2 LEGAL

9.2.1 Section 38 of the Localism Act requires all local authorities to prepare an annual pay policy statement. This statement must be prepared each financial year and agreed by Full Council before 31st March. The Openness and Accountability in Local Pay guidance was issued by the Secretary of State in February 2012 and supplementary guidance with the same title was issued in February 2013 under these provisions. As it is statutory guidance, local authorities are required to have regard to it.

9.2.2 Section 38 of the Localism Act requires that pay policy statements contain a range of information, including the following:

- (a) the remuneration of its chief officers,
- (b) the remuneration of its lowest-paid employees, and
- (c) the relationship between—
 - (i) the remuneration of its chief officers, and
 - (ii) the remuneration of its employees who are not chief officers.

- 9.2.2 Section 112 of the Local Government Act 1972 provides that local authorities may employ staff and pay them such remuneration as they consider appropriate. However, those provisions are subject to the above requirements to have regard to the council's Pay Policy before setting any level of remuneration.

9.3 EQUALITIES AND DIVERSITY

- 9.3.1 No negative equality impacts have been identified which arise as a result of the Council's Pay Policy Statement itself. The Council continues to explore further actions and ways in which it can reduce its' Gender and ethnicity pay gaps through working with the Racial Equality Network to improve the Ethnicity Pay gap and the Women's Network to improve the Gender Pay gap.

9.4 SUSTAINABILITY (including climate change, health, crime and disorder)

- 9.4.1 Not applicable.

9.5 COUNCIL INFRASTRUCTURE (e.g. human resources, accommodation or IT issues)

- 9.5.1 Not applicable.