

Report to:	Full Council
Date:	18 May 2022
Title:	Annual Pay Policy Statement
Report of:	Assistant Director for HR and Transformation
Ward(s):	All
Purpose of report:	To present a Pay Policy Statement for the financial year 2022/23 for approval by the Council.
Officer recommendation(s):	That the Council approves and recommends the updated Pay Policy Statement for publication on the Council's website.
Reasons for recommendations:	Sections 38-39 of the Localism Act 2011 require local authorities to adopt and publish a Pay Policy Statement.
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1 Introduction

- 1.1 The Localism Act 2011 places an obligation on relevant local authorities to be more accountable to the communities they serve.
- 1.2 Part 1, Chapter 8, of the Act requires the Council to prepare, approve and publish a Pay Policy Statement. The statement drafted for Eastbourne Borough Council is appended to this report (Appendix 1). The Council is required to keep the Statement up to date and it has now been reviewed to take account of the latest statistical data.

The revised version is presented to Council for consideration and approval. Once adopted, it will replace the current version on the Council's website.

2 Changes to the Pay Policy Statement

- 2.1 The 'pay multiple' is the ratio between the highest paid salary and the median average salary of the whole of the Council's workforce.
- 2.2 The lowest spinal column (scp) point we paid our permanent employees at 31 March 2021 is SCP3, which is £19,258 per annum. The median point at 31 March 2022 is £25,919.

The Council's pay multiple for 2021/22 was 5.6784 which remains within the Council's aim to maintain a multiple no greater than 6 to 1.

3 Financial appraisal

- 3.1 An annual pay policy is a requirement of the Localism Act. Generally, pay increases are agreed as part of National negotiations of the National Joint Council, and assumptions on this are included in the budget as part of the annual budget setting process, so any increase in pay award is reflected in the budget each year.
- 3.2 The 2022/23 Pay Policy Statement sets out the pay policy of the Council and there are no financial implications arising directly from this report or as a result of publishing the Pay Policy Statement.

4 Legal implications

- 4.1 This report reflects the requirements of sections 38-39 of the Localism Act 2011 with regard to pay accountability. The key requirements are that pay policy statements be:
- prepared for each financial year
 - approved by full council
 - published on the Council's website

Under section 40, the Council must, in performing its functions under sections 38-39, have regard to the guidance on openness and accountability in local pay issued by the Secretary of State.

Lawyer consulted 03.05.22

Legal ref: 011054-JOINT- OD

5 Risk management implications

- 5.1 The primary risk should the updated Pay Policy Statement not be updated is the breach to our regulatory responsibilities and commitments to staff with the potential for reputational damage.

6 Equality analysis

- 6.1 A 'No Relevance' report has previously been submitted to the Equalities and Fairness Planning Group.

7 Appendices

- Appendix 1 – Pay Policy Statement 2022/23

8 Background Papers

Statutory guidance [‘Openness and accountability in local pay: Guidance under section 40 of the Localism Act’](#).