

**North East Derbyshire District Council**

**Council**

**7 March 2022**

**NEDDC Annual Pay Policy Statement 2022/23**

**Report of the Head of Paid Service**

**Classification:** This report is public

**Report By:** Sara Gordon HR & OD Manager - Tel: 01246 217677

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**PURPOSE / SUMMARY**

For the following policy to be brought to Council for consideration

- Annual Pay Policy Statement 2022/23
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**RECOMMENDATIONS**

1. That Council support the Annual Pay Policy Statement 2022/23.

Approved by the Portfolio Holder: Cllr M Foster, Portfolio Holder for Council Services

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**IMPLICATIONS**

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**Finance and Risk:** Yes  No

**Details:** As covered within the report.

On Behalf of the Section 151 Officer

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**Legal (including Data Protection):** Yes  No

**Details:** As covered within the report.

On Behalf of the Solicitor to the Council

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**Staffing:** Yes  No

**Details:** As covered within the report.

On behalf of the Head of Paid Service

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## DECISION INFORMATION

<b>Decision Information</b>	
<p><b>Is the decision a Key Decision?</b>  A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:</p> <p><b>BDC:</b>  Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input checked="" type="checkbox"/></p> <p><b>NEDDC:</b>  Revenue - £100,000 <input type="checkbox"/> Capital - £250,000 <input type="checkbox"/>  <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p>	No
<p><b>Is the decision subject to Call-In?</b>  (Only Key Decisions are subject to Call-In)</p>	No
<b>District Wards Significantly Affected</b>	None
<p><b>Consultation:</b>  Leader / Deputy Leader <input type="checkbox"/> Cabinet / Executive <input type="checkbox"/>  SAMT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/>  Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/></p>	<p>Yes</p> <p>Details:</p>

<b>Links to Council Plan (NED) priorities or Policy Framework including Climate Change, Equalities, and Economics and Health implications.</b>

## REPORT DETAILS

### 1 Background

- 1.1 The pay policy statement sets out the Council's policy on pay for senior managers and employees and is in accordance with the requirements of Section 38 of the Localism Act 2011 and Supplementary Guidance 2013.
- 1.1 The Pay Policy Statement is brought to full Council on an annual basis.
- 1.2 Any amendments to the policy statement, other than minor updates to reflect the 2021/22 pay agreement and 2022/23 pay agreement will require the approval of Full Council.
- 1.3 The Annual Pay Policy Statement for 2022/23 reflects the current position based on decisions previously taken at Full Council.

- 1.4 Under the Local Government Transparency Code 2015 additional organisational information is required to be published annually on the website. This consists of third tier organisation charts, senior salaries information, including functional responsibilities, budget amounts and numbers of staff responsible for, together with details of trade union facility time
- 1.5 Please find attached the Annual Pay Policy Statement 2022/23 for consideration at **Appendix 1**.
- 1.6 Agreement to the Annual Pay Policy Statement fulfils both legal and best practice guidance for employers. It also reflects decisions previously approved at Full Council.
- 1.7 Council are asked to consider the Annual Pay Policy Statement 2022/23. The Statement reflects decisions previously approved at Full Council.

## **2. Details of Proposal or Information**

- 2.1 The pay policy statement sets out the Council's policy on pay for senior managers and employees and is in accordance with the requirements of Section 38 of the Localism Act 2011 and Supplementary Guidance 2013.
- 2.2 The Pay Policy Statement is brought to full Council on an annual basis.
- 2.3 Any amendments to the policy statement, other than minor updates to reflect the 2021/22 pay agreement and 2022/23 pay agreement will require the approval of Full Council.
- 2.4 The Annual Pay Policy Statement for 2022/23 reflects the current position based on decisions previously taken at Full Council.
- 2.5 Under the Local Government Transparency Code 2015 additional organisational information is required to be published annually on the website. This consists of third tier organisation charts, senior salaries information, including functional responsibilities, budget amounts and numbers of staff responsible for, together with details of trade union facility time
- 2.6 Please find attached the Annual Pay Policy Statement 2022/23 for consideration at **Appendix 1**.

## **3 Reasons for Recommendation**

- 3.1 Agreement to the Annual Pay Policy Statement fulfils both legal and best practice guidance for employers. It also reflects decisions previously approved at Full Council.

#### 4 Alternative Options and Reasons for Rejection

- 4.1 The alternative option is not to have the Annual Pay Policy Statement which has been rejected on the grounds of risk to the Council of failing to fulfil legal obligations and best practice.

#### DOCUMENT INFORMATION

Appendix No	Title
1	NEDDC Pay Policy Statement
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) you must provide copies of the background papers)	