

NE Derbyshire District Council

Council

8 March 2021

Annual Pay Policy Statement 2021/22

Report of Councillor M Foster, Portfolio Holder for Council Services

This report is public

Purpose of the Report

- For the following policy to be brought to Council for consideration:
 - Annual Pay Policy Statement 2021/22

1 Report Details

- 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.
- 1.2 The Pay Policy Statement is brought to full Council on an annual basis.
- 1.3 Any amendments to the policy statement, other than minor updates to reflect the 2021/21 pay agreement will require the approval of Full Council. The Annual Pay Policy Statement for 2021/22 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 2021/22 for consideration at Appendix One.

2 Conclusions and Reasons for Recommendation

- 2.1 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.

3 Consultation and Equality Impact

- 3.1 There are no equality implications arising from the implementation of the policy. The policy supports corporate equality and diversity aims.

3.2 The policy is being submitted to Council for consultation purposes.

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.

5 Implications

5.1 Finance and Risk Implications

5.1.1 The financial implications arising from approval of the Annual Pay Policy Statement will be met from existing budgets.

5.2 Legal Implications including Data Protection

5.2.1 There are no direct legal implications arising from the approval of the policy.

5.3 Human Resources Implications

5.3.1 The HR implications are contained within the policy.

6 Recommendations

6.1 That Council support the Annual Pay Policy Statement 2021/22

7 Decision Information

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|--|---|
| Is the decision a Key Decision? 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: <i>BDC: Revenue - £75,000</i> <input type="checkbox"/> <i>Capital - £150,000</i> <input type="checkbox"/> <i>NEDDC: Revenue - £100,000</i> <input type="checkbox"/> <i>Capital - £250,000</i> <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i> | No |
| Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In) | No |
| Has the portfolio holder been informed | Yes |
| District Wards Affected | N/A |
| Links to Corporate Plan priorities or Policy Framework | Transforming our organisation. Provide our customers with excellent service. |

8 **Document Information**

| Appendix No | Title |
|--|-------------------------------------|
| 1. | Annual Pay Policy Statement 2021/22 |
| Background Papers (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) or Executive (BDC) you must provide copies of the background papers) | |
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