

COUNCIL

25 March 2024

PAY POLICY STATEMENT 2024-2025

Report of the Deputy Leader and Portfolio Holder for Governance and Resources

Strategic Aim	Providing good public services	
Exempt Information	No	
Cabinet Member(s) Responsible:	Cllr Andrew Johnson, Deputy Leader and Portfolio Holder for Governance and Resources	
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Ward Councillors	N/A	

1 SUMMARY AND RECOMMENDATIONS

1.1 Summary

1.1.1 The pay policy is a document that sets out the Council's arrangements for pay and includes information that is required by legislation to support transparency. It is a requirement for all local authorities to have the pay policy statement approved annually by Council.

1.2 Recommendations

1.3 That Council approves the annual pay policy for 2024/2025 at Appendix A.

1.4 That Council notes the updated position regarding national local government pay awards for 2024.

1.5 Reasons for Recommendations

1.5.1 It is a legal requirement for the pay policy to be approved by Council under the Localism Act 2011.

- 1.5.2 The pay information provided in the policy is subject to nationally negotiated pay awards.

2 REPORT

2.1 Introduction

- 2.1.1 This report presents the Council's pay policy statement for 2024/25. The "statement" is a document that sets out pay arrangements at the Council and includes specific information that is required by the Localism Act 2011. It is a requirement under that Act, that the pay policy statement is approved by Council on an annual basis.
- 2.1.2 The Council is part of national pay bargaining arrangements and therefore the pay information provided within the pay policy will be subject to changes arising from any national pay negotiations.
- 2.1.3 The report also provides an update for Members on national pay negotiations for local government for 2024.

2.2 Pay Policy Statement for 2024/25

- 2.2.1 The Localism Act of 2011 requires all local authorities to have a pay policy statement approved annually by Council by 31 March. Legislation sets out what information must be included within the pay policy statement.
- 2.2.2 The pay policy statement is a factual document that provides information on pay arrangements at the Council, with the purpose of providing transparency.
- 2.2.3 Councils are required to provide specific information within their pay policy statements, including relative pay levels of the highest earners compared to employees on the median and lowest pay levels, starting salaries and termination payments, an explanation of how pay is determined, pay and allowances, and jobs that are paid above £50,000 per year, shown within £5,000 pay brackets, rather than actual salary.
- 2.2.4 The pay policy statement that is being presented to Council for approval has been drafted in line with these requirements to ensure that the Council is complying with its legal obligations.
- 2.2.5 The pay policy statement provides an update on the policy that was approved by Council in March 2023.
- 2.2.6 The changes are a result of nationally negotiated pay awards for employees in local government that were agreed in May 2023 for Chief Officers and in November 2023 for Chief Executives and Local Government Services employees, the group that form the main body of the council workforce, often referred to as "Green Book" employees.
- 2.2.7 Those pay agreements saw an increase to salaries of 3.5% for Chief Officers and Chief Executives. For the majority of Green Book employees there was a flat rate increase to annual salaries of £1,925, while for those paid above the national pay spine there was a percentage increase of 3.88%. The increases were all effective from 1 April 2023.

2.2.8 The changes to pay that arose from the national pay awards have a knock-on effect on the relative pay levels between the highest, median and lowest pay rates and on jobs that are paid above £50,000 and in some cases, which £5,000 bracket the job falls within.

2.2.9 Apart from the changes highlighted above, all of the main provisions within the pay policy statement remain unchanged from the policy agreed in March 2023.

2.3 National Pay Negotiations for 2024

2.3.1 The Council's pay levels will similarly be affected by this year's national pay negotiations.

2.3.2 On 19 February representatives of Chief Executives submitted a pay claim for 2024 which asked for a pay increase in line with any increase awarded to Green Book employees. If a flat amount was awarded, then an equivalent percentage increase was requested, based on the pay increase at the top of the Green Book national pay spine.

2.3.3 On 29 February, the joint trade unions representing Green Book employees submitted a pay claim for 2024. In summary, this requested:-

2.3.4 An increase of at least £3,000 or 10 per cent (whichever is greater) on all spinal column points

2.3.5 Reviews of the gender, ethnicity and disability pay gaps in local government

2.3.6 A two-hour reduction in the working week, with no detriment

2.3.7 An additional day of annual leave for personal or well-being purposes (with term-time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)

2.3.8 A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible

2.3.9 A regional pay consultation briefing is being hosted by East Midlands Councils on 26 March 2024 so that leading Councillors and senior officers can meet with national negotiators to discuss the claims and help inform the National Employers' response.

2.3.10 Factors such as affordability, recruitment/retention concerns and the pressure from the National Living Wage likely increases are expected to have a significant impact on any offer by the National Employers.

2.4 Options Considered

2.4.1 Alternative options have not been considered because the approval and publishing of the pay policy is a legal requirement, and the Pay Policy Statement is a factual document.

2.4.2 The Council is contractually required to comply with the outcome of national pay negotiations.

2.5 Background

2.5.1 The Localism Act 2011 includes provisions to support increased openness and transparency in pay arrangements for local government.

2.6 **Consultation**

2.6.1 There are no further consultations arising from this paper.

3 **IMPLICATIONS OF THE RECOMMENDATION**

3.1 **FINANCIAL IMPLICATIONS**

This section has been approved by Kirsty Nutton, Strategic Director for Resources

3.1.1 There are no financial issues arising directly from this Report. The Council makes provision within its budget for a national pay award and will assess any further impact and pressure as and when pay negotiations are concluded for 2024.

3.2 **LEGAL IMPLICATIONS**

This section has been approved by Sarah Khawaja, Head of Legal and Democratic Services

3.2.1 Section 38 of the Localism Act 2011 sets out the requirement for all relevant authorities to prepare a pay policy statement and stipulates the matters to be included. Rutland County Council is a relevant authority for these purposes. Section 39 of the Localism Act states that the pay policy statement must be prepared and approved before the end of the 31 March immediately preceding the year to which it relates.

3.3 **Risk Management Implications**

3.3.1 There are no risks arising from this Report.

3.4 **DATA PROTECTION IMPLICATIONS**

3.4.1 A Data Protection Impact Assessment (DPIA) has not been completed because there are no identified risks or issues to the rights and freedoms of individuals.

3.5 **EQUALITY IMPLICATIONS**

3.5.1 An Equality Impact Assessment (EqIA) has not been completed because there are no changes being proposed to the Council's pay policies and arrangements. The Council reports separately on its Gender Pay Gap to the Employment and Appeals Committee.

3.6 **COMMUNITY SAFETY IMPLICATIONS**

3.6.1 The Council has a duty in accordance with S17 Crime and Disorder Act 1988, when exercising its functions, to have due regard to the likely effect of that exercise of those functions on and the need to do all that it reasonably can to prevent crime and disorder in its area (including anti-social behaviour).

3.6.2 This duty has been considered and there are no implications arising from this Report.

3.7 HEALTH AND WELLBEING IMPLICATIONS

3.7.1 There are no health and wellbeing implications arising from this Report.

3.8 ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS

3.8.1 On 11 January 2021 Rutland County Council acknowledged that it was in a climate emergency. The Council understands that it needs to take urgent action to address it.

3.8.2 There are no environmental and climate change implications of the Recommendations.

3.9 PROCUREMENT IMPLICATIONS

3.9.1 There are no procurement implications.

3.10 HR IMPLICATIONS

3.10.1 There are the no HR implications arising from the Report or the Pay Policy Statement, as it is a factual document.

4 BACKGROUND PAPERS

4.1 There are no additional background papers to this report.

5 APPENDICES

5.1 Appendix A – Pay Policy Statement 2024-2025.

An Accessible Version of this Report is available upon request – Contact 01572 722577.