



Report sponsor: Simon Riley, Director of Finance  
Report author: Rachel Brentnall, HR Advisor

## **Pay Policy Statement 2020/21**

### **Purpose**

- 1.1 The Localism Act requires local authorities to prepare an annual pay policy statement and to have it approved by Council. The statement for 2020/21 is attached to this report for consideration.

### **Recommendations**

- 2.1 To approve the Pay Policy Statement attached at Appendix 2.
- 2.2 To note that, when approved, the Pay Policy Statement will be published on the Council's website.

### **Reason**

- 3.1 To comply with the requirements of the Localism Act 2011.

### **Supporting information**

- 4.1 The strands of fairness, accountability and transparency were enshrined in Section 38 of the Localism Act 2011.

This section placed a requirement on local authorities to set out the council's policies for the financial year in relation to:

- the remuneration of its Chief Officers
  - the remuneration of its lowest-paid employees
  - the relationship between the remuneration of its Chief Officers and other Officers
- 4.2 The definition of a 'Chief Officer' under the Act includes 'Deputy Chief Officers' which in Derby means that Service Director posts as well as Strategic Director posts and the Chief Executive are covered by the statement. The Act does not however apply to teaching staff within local authority schools.
  - 4.3 The statement must include the definition of 'lowest-paid employees' and reasons for adopting that definition. It must also include the council's policies on the remuneration of Chief Officers relating to:
    - the level and elements of remuneration

- remuneration on recruitment
- increases and additions to remuneration
- the use of performance-related pay
- the use of bonuses
- the approach to payments when employment is ceased the publication of and access to this information

4.4 The statement may also include other terms and conditions of Chief Officers.

4.5 Once approved the statement must be complied with when the council sets its terms and conditions for Chief Officers. The statement can be changed during the year but only by Council.

### **Public/stakeholder engagement**

5.1 The pay policy statement will be place on the Councils website for the public to access.

### **Other options**

6.1 No other options have been considered.

### **Financial and value for money issues**

7.1 The Pay Policy sets out current remuneration arrangements for senior managers in the Council.

### **Legal implications**

8.1 The Pay Policy has been prepared in line with the requirements of the Localism Act 2011 and Guidance prepared by the Department of Local Government and Communities.

### **Other significant implications**

9.1 The Pay Policy sets out the Council's remuneration arrangements to support recruitment and retention of skilled and motivated senior managers responsible for managing excellent services and delivery of the Council's strategic objectives.

**This report has been approved by the following people:**

<b>Role</b>	<b>Name</b>	<b>Date of sign-off</b>
<b>Legal</b>	Paulette Brown, Solicitor	04/02/2020
<b>Finance</b>	Alison Parkin, Head of Finance	15/02/2020
<b>Service Director(s)</b>		
<b>Report sponsor</b>	Simon Riley, Director of Finance	17/02/2020
<b>Other(s)</b>	Liz Moore, Head of HR	14/02/2020

<b>Background papers:</b>	None
<b>List of appendices:</b>	Appendix 1 - Senior Officer Pay Report Appendix 2 – Pay Policy Statement 2020-21