

Report for: **Staffing and Remuneration Committee**

Title: **Pay Policy Statement 2023/24**

Report authorised by: Jess Crowe - Director of Culture, Strategy and Engagement

Lead Officer: Dan Paul - Chief People Officer

Ward(s) affected: **N/A**

**Report for Key/
Non Key Decision:** **N/A**

1. Describe the issue under consideration

- 1.1 The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. The Council approved its last Pay Policy Statement at Full Council on 1st March 2022.
- 1.2 The attached Pay Policy Statement provides an update for publication in April 2023.

2. Cabinet Member Introduction

- 2.1 Not required for the S&R Committee.

3. Recommendations

The committee are asked to:

- 3.1 Approve the draft Pay Policy Statement 2023/24, attached at Appendix A;
- 3.2 The Director for Culture, Strategy and Engagement is also authorised in consultation with the Chair of the Committee to make such amendments to the Pay Policy Statement as considered minor; and
- 3.3 That the Committee remits the Pay Policy Statement (as amended if applicable) for endorsement by Full Council on 2 March 2023.

4. Reason for decision

- 4.1 In accordance with sections 38 and 39 of the Localism Act 2011 the Council is required to prepare and by resolution of Full Council, approve a Pay Policy Statement for each financial year by the end of 31st March of the previous financial year.

5. Alternative options considered

- 5.1 The Pay Policy Statement is produced annually to comply with the requirements of the Localism Act 2011.

6. Background information

6.1 The Localism Act 2011 requires relevant authorities to prepare and publish an annual Pay Policy Statement and we have followed the relevant statutory guidance.

6.2 The Act does not take away Haringey's powers to make decisions about pay or to set pay policies but do require us to be open about how decisions are made and to promote fair pay in the public sector particularly for lower paid staff.

6.3 The Act also stipulates that we should publish our policies towards pay on the Council's website and ensure that these are kept up-to-date.

7. Contribution to strategic outcomes

7.1 The Pay Policy Statement is produced annually to comply with the requirements of the Localism Act 2011.

8. Statutory Officers' comments

8.1 Head of Legal and Governance

Section 38(1) of the Localism Act 2011 requires local authorities to produce and by resolution of Full Council, approve a Pay Policy statement for each financial year. The Localism Act prescribes information to be included in the statement. As soon as is reasonably practicable following approval, the statement must be published, including publication on the Council's website.

In May 2022 statutory guidance on the making and disclosure of special severance payments by local authorities in England was published. Payments must represent value for money, should only be made when there is clear evidenced justification for doing so and should be approved according to a process set out in the guidance which requires, depending on the level of payment, approval by a vote of full council, approval by the Head of Paid of Service and Leader or in accordance with the authority's scheme of delegation. It is expected that local authorities should publish their policy and process for approving these payments.

The Pay Policy Statement attached fulfils the requirements of the Localism Act 2011.

8.2 Chief Finance Officer

There are no direct financial implications arising from this report.

8.3 Equalities

The Council has a public sector equality duty under the Equality Act 2010 to have due regard to the need to:

Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act.

Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;

Foster good relations between people who share a relevant protected characteristic and people who do not share it;

A “relevant protected characteristic” is age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Pay Policy Statement supports the Council’s approach to remuneration for its workforce in an accountable, fair and transparent way. This therefore supports the Council’s equalities policy and promotes equal pay.

9. Use of Appendices

9.1. Appendix A - Haringey Council’s Pay Policy Statement

10. Local Government (Access to Information) Act 1985

Not Applicable