

Pay Policy Statement 2021/22

Strategy & Resources Committee Tuesday, 2 February 2021

Report of: Acting Chief Executive

Purpose: To enable the Committee to recommend a Pay Policy Statement for 2020/21

Publication status: Unrestricted

Executive summary:

This Pay Policy Statement provides the framework for decision making on pay and, in particular, senior pay. Preparing and publishing this statement is a requirement under the Localism Act 2011.

The Council ('TDC') is required to publish an annual statement which has been approved by Full Council. Pay Policy Statements must be published by 31 March each year to apply to pay decisions during the next financial year.

The information is set out under headings which have been prescribed by the Localism Act and relates to the 2021/22 financial year unless otherwise stated.

Contact officer Annette Capper Interim Executive Head of Corporate Resources acapper@tandridge.gov.uk

Recommendation to Committee:

That the Committee recommends to Council that the proposed Pay Policy Statement for 2021/22, attached at Appendix A, be approved

Introduction and background

1. This Pay Policy Statement provides the framework for decision making on pay and, in particular, senior pay. Preparing and publishing this statement is a requirement under the Localism Act 2011.
2. Tandridge District Council (TDC) is required to publish an annual statement which has been approved by full Council. The information is set out under headings which have been prescribed by the Localism Act and relates to the 2021/22 financial year unless otherwise stated.
3. Key background information:
 - The Council is opted out of the terms and conditions of employment operated by the National Joint Council (NJC) for Local Government Services and has local terms and conditions of employment.
 - The local pay scales cover all employees of the Council (including Chief Officers).
 - As required by law, the Council auto-enrols all eligible employees into a pension scheme - the Local Government Pension Scheme (LGPS).
 - Relative to most other parts of the country, the district is expensive to move to and live in.
 - Competition for some specialist posts remains high nationally with our neighbouring Local Authorities competing for the same skills and experience.

Key implications

Comments of the Chief Finance Officer

4. The Pay policy statement has no direct costs and budgets have been prepared in accordance with the report. Therefore, no expected impact on the council financial position

Comments of the Head of Legal Services

5. Sections 38 – 43 of the Localism Act 2011 requires the Council to prepare a pay policy statement for each financial year. It must be prepared and approved before 31 March and once approved, published. The 2021/22 policy statement meets the requirements of the Localism Act and also meets the requirements of the guidance issued by the Secretary of State for Communities and Local Government to which the Council is required to have regard to Section 40 of that Act.

Equality

6. The proposed pay policy statement would comply with sections 38 to 43 of the Localism Act 2011 which requires such statements to identify:
 - the remuneration of the Council's chief officers relative to that of its lowest paid employees; and

- the Council's policies relating to the remuneration of its chief officers.
7. The Act also requires annual pay policy statements to be ratified by full Council prior to 31st March of each preceding year.

Climate change

8. There are no significant environmental/sustainability implications associated with this report.

Appendices

Appendix A – Tandridge District Council – Pay Policy Statement 2021/22

Annex A – Draft Election Fees (referred to in point 12 of Appendix A)

Background papers

None.

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