

RIBBLE VALLEY BOROUGH COUNCIL REPORT TO PERSONNEL COMMITTEE

meeting date: 17 JANUARY 2023
title: PAY POLICY STATEMENT 2024/25
submitted by: JANE PEARSON – DEPUTY CHIEF EXECUTIVE & DIRECTOR OF RESOURCES
principal author: DAWN EVANS-STOREY – HEAD OF HR

1. PURPOSE

1.1 To review the Council's Pay Policy Statement in accordance with the Localism Act 2011.

1.2 Relevance to the Council's ambitions:

- Council's Ambitions: The effective control and implementation of remuneration across the organisation supports our ambition to be a well-managed Council.
- Corporate Priorities: This policy contributes to the priority to maintain critical financial management and controls, and ensure the authority provides Council taxpayers with value for money.
- Other considerations: None.

2. BACKGROUND

2.1 The Localism Act came into force on 15 November 2011. Sections 38-43 of the Act refer to 'Pay Accountability' and sets out the requirements for Councils to determine and publish an Annual Pay Policy Statement.

2.2 The purpose of the Pay Policy is to ensure there is transparency as to how pay and remuneration is set by the Council, for all of its employees and particularly for its most senior level posts.

2.3 The Council was required to publish its first Pay Policy Statement by 31 March 2012. Thereafter, the Policy must be reviewed annually and approved by Full Council prior to the end of March each year.

3. ISSUES

3.1 The current policy has been reviewed and updated and the Pay Policy Statement for 2024/25 is attached at Appendix A.

3.2 The Pay Policy sets out the existing approach to the remuneration of all posts within the Council. In particular it specifies certain mandatory requirements that must be detailed within the Policy. This refers to:

- the pay structure of the Council and how it is set;
- Senior Management Remuneration, providing details of the pay grade for posts defined as Chief Officer and the accompanying allowances;
- the recruitment arrangements for a Chief Officer;

- the relationship between the salaries of Chief Officers and other employees;
 - details of the lowest paid posts within the Council;
 - Employer's Pension Contribution details;
 - termination of employment payments.
- 3.3 Any changes to the Pay Policy Statement need to be approved by Full Council and then the revised statement must be published on the Council's website from 1 April 2024.

4. RISK ASSESSMENT

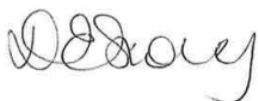
4.1 The approval of this report may have the following implications:

- Resources: No financial implications.
- Technical, Environmental and Legal: Failure to comply with the requirements of the Act could result in sanctions.
- Political: There are no political implications.
- Reputation: Failure to comply could result in negative publicity and potentially on a national scale.
- Equality and Diversity: For all RVBC Policies and Strategies and in line with the Council's approach to equalities, an Equality Impact Assessment (EIA) checklist has been completed and a full EIA is not required. This will identify the potential impact of the organisation's policies, services and functions on its residents and staff, and will actively look for negative or adverse impacts of policies, services, and functions on any of the nine protected characteristics outlined in the Equality Act 2010.

5. **RECOMMENDED THAT COMMITTEE**

5.1 Receive the report.

5.2 Recommend the Pay Policy Statement for 2024/25 for approval by Full Council at its meeting on 5 March 2024.



DAWN EVANS-STOREY
HEAD OF HR



JANE PEARSON
DEPUTY CHIEF EXECUTIVE & DIRECTOR OF
RESOURCES

BACKGROUND PAPERS

APPENDIX A
Pay Policy Statement 2024/25

For further information please ask for Dawn Evans-Storey, ext 4402