

TITLE Pay Policy Statement

FOR CONSIDERATION BY Council on 21st September 2023

WARD None Specific

REPORT BY Sally Halliwell – Head of HR & OD

LEAD OFFICER Louise Livingston – AD HR & OD

OUTCOME / BENEFITS TO THE COMMUNITY
RECOMMENDATION
Council is recommended to approve the Pay Policy statement.
SUMMARY OF REPORT
The pay policy statement is an annual statement that the Council has to make, for the previous financial year, to ensure that it meets its statutory duty under sections 38 to 43 of the Localism Act 2011. We have to ensure information on remuneration arrangements for staff, directly employed by the Council, is published on the Council’s website after approval by full council, as a part 1 item.

Background

The Localism Act (2011) brings together strands of increasing accountability, transparency and fairness in the setting of local pay and requires authorities to produce a pay policy statement for each financial year.

The statement includes the:

- policy on the level and elements of remuneration for each chief officer
- policy on the remuneration of its lowest paid
- policy on the relationship between the remuneration of its chief officers and other officers
- policy on other specific aspects of chief officers’ remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe funding pressures, particularly in the face of the COVID-19 crisis. It is therefore imperative that Council resources are focused on the vulnerable and on its highest priorities.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	N/A	N/A	N/A

Next Financial Year (Year 2)	N/A	N/A	N/A
Following Financial Year (Year 3)	N/A	N/A	N/A

Other financial information relevant to the Recommendation/Decision
None

Cross-Council Implications
None

Public Sector Equality Duty
Not required as this is a statutory report on current data

Climate Emergency – <i>This Council has declared a climate emergency and is committed to playing as full a role as possible – leading by example as well as by exhortation – in achieving a carbon neutral Wokingham Borough by 2030</i>

List of Background Papers
Attachment 1 – Pay Policy Statement 2023-24

Contact Louise Livingston	Service HR & OD
Telephone No	Email louise.livingston@wokingham.gov.uk