

Somerset West and Taunton Council

Full Council – 29 March 2022

Annual Pay Policy Statement 2022/23

This matter is the responsibility of Executive Councillor Cllr Ross Henley

Report Author: Nicky Rendell HR Specialist and Tony Bryant Strategic HR Lead

1 Executive Summary / Purpose of the Report

- 1.1 Section 38 (1) of the Localism Act 2011 establishes a statutory requirement for local authorities to prepare and publish a pay policy statement for each financial year, approved by Full Council.
- 1.2 The pay policy statement describes the pay arrangements and policies that relate to the pay of the workforce which serves Somerset West & Taunton Council. The statement describes the arrangements for senior staff and its lowest paid employees.

2 Recommendations

- 2.1 It is recommended that the Pay Policy statement 2022/23 is approved by Full Council.

3 Risk Assessment (if appropriate)

- 3.1 Failure to approve an annual pay policy statement would be a breach of the council's statutory duty

4 Background and Full details of the Report

- 4.1 Section 38 (1) of the Localism Act 2011 requires local authorities to prepare and publish a pay policy statement for each financial year, approved by Full Council.
- 4.2 The pay policy statement has been drafted for approval in advance of the 31st March 2022 to ensure that the Council complies with the requirements of the above Act.
- 4.3 The data detailed in the Pay Policy statement reflects the pay award 2021/22. Chief Executive and Chief Officers received a pay award of 1.5% and all other employees received a pay award of 1.75%.
- 4.4 The council recognises the Living Wage Foundation therefore the lowest hourly wage for a current employee is £10.81 per hour.
- 4.5 The ratios between the senior pay of the Chief Executive, Directors and Assistant Directors and the lowest paid employee all remain the same as the previous year. The mean average salary per full time employee is £32,573.82 and the median average

salary per full time employee is £30,995.00, slight increases on last year's report.

4.6 There have been no updates to pension discretions

5 Links to Corporate Strategy

5.1 The council has a statutory duty to approve a pay policy statement on an annual basis to comply with Section 38 (1) of the Localism Act 2011.

6 Finance / Resource Implications

6.1 There are no finance or resource implications of this report.

7 Legal Implications

7.1 The council has a statutory duty to approve a pay policy statement on an annual basis to comply with Section 38 (1) of the Localism Act 2011. Failure to publish the statement before 31 March 2022 would result in the council being in breach of their statutory duty. The pay policy statement will be published on the council website, once approved by Full Council.

8 Equality and Diversity Implications

8.1 The principles of equal pay have been fully considered in the production of this statement. The pay award will be negotiated at a national level and is applicable to all employees.

Democratic Path:

- **Scrutiny / Audit and Governance Committee – No**
- **Executive – Yes (16/03/2022)**
- **Full Council – Yes (29/03/2022)**

Reporting Frequency: Annually

List of Appendices (background papers to the report)

Appendix A	Pay policy explanations & remuneration of senior staff
Appendix B	Grading structure
Appendix C	LGPS Employers Discretions & Key Pensions policy
Appendix D	Redundancy Policy
Appendix E	Compensation Policy
Appendix F	Flexible Retirement Policy

Contact Officers

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