

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Council      **DATE:** 10<sup>th</sup> March 2022  
**CONTACT OFFICER:** Surjit Nagra – AD Customer & HR  
**WARD(S):** All

**PART I**  
**FOR DECISION**

**RECOMMENDATION OF THE EMPLOYMENT AND APPEALS COMMITTEE FROM ITS MEETING HELD ON 16<sup>TH</sup> FEBRUARY 2022: PAY POLICY STATEMENT UPDATE 2022/2023**

1. **Purpose of Report**

The purpose of this report is to seek the Council's approval on the Pay Policy Statement 2022/23, as approved by the Employment and Appeals Committee as set out in this report.

2. **Recommendation(s)/Proposed Action**

The Council is requested to resolve that the Pay Policy Statement 2022/23, as attached at Appendix A, be approved.

3. **Other Implications**

(a) **Financial**

The expected costs of all Council salaries are included within the annual revenue budget.

(b) **Risk Management**

None arising from this report.

(c) **Human Rights Act and Other Legal Implications**

Local Authorities are required by section 38 of the Localism Act 2011 (the Act) to prepare a pay policy statement and have regard for any guidance issued under section 40 of the Act and the Supplementary Guidance (on openness and accountability) released in February 2013. The policy statement should cover several matters concerning the pay of the authority's staff, principally Chief Officers.

The Pay Policy Statement appended to this report has been reviewed and meets the requirements of the Localism Act.

(d) Equalities Impact Assessment

None arising from this report.

4. **Supporting Information**

- 4.1 The Pay Policy Statement is reviewed on an annual basis, which needs to be approved by Full Council prior to publication.
- 4.2 The Pay Policy Statement enables residents to understand the Council's pay policy for senior staff and how it relates to the salaries of the lowest paid. It provides transparency and enables residents to assess whether salaries paid represent value for money.
- 4.3 The Pay Policy Statement covers the financial year 2022/23.
- 4.4 When the national cost of living award is agreed and implemented the pay scales, (as attached at Appendix B), will be updated accordingly.
- 4.5 Once approved the Pay Policy Statement, as attached at Appendix A will be published on the Council's website.

5. **Comments of other Committees.**

Members of the Employment and Appeals Committee considered the Pay Policy Statement at its meeting held on 16<sup>th</sup> February 2022 and agreed to recommend the Pay Policy Statement to Council for approval.

6. **Appendices Attached**

Appendix A - Pay Policy Statement 2022/2023

Appendix B - Slough Borough Council Salary Scales

7. **Background Papers**

None.