

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee
DATE: 22nd December 2022
CONTACT OFFICER: Surjit Nagra – AD HR
(For all enquiries:)
WARD(S): All

PART I

FOR DECISION

PAY POLICY STATEMENT UPDATE 2023/2024

1. **Purpose of Report**

To provide Members with an update of the revisions to the Pay Policy Statement for the year 2023/24 as required by the Localism Act 2011.

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

The Committee is requested to approve the Pay Policy Statement 2023/24, as attached at Appendix A, and to be formally approved by Full Council for publication. Delegate authority to Monitoring Officer to make amendments to the draft pay policy for submission to full council to reflect any new appointments to Chief Officer roles.

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 Committee is required to approve the review of the Pay Policy Statement and forward to Full Council to approve and publish the Pay Policy Statement as required annually.
- 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 2023/24.
- 4.4 When the national cost of living award for 2023/24 is agreed and implemented the pay scales, as attached at Appendix B, will be updated according to the increase in pay levels.
- 4.5 Once approved the Pay Policy Statement, as attached at Appendix A will be published on the Council's website.

5. **Conclusion**

Members are requested to approve the Pay Policy Statement for 2023/24 as attached at Appendix A.

6. **Appendices Attached**

Appendix A - Pay Policy Statement 2023/2024

Appendix B - Slough Borough Council Salary Scales

7. **Background Papers**

None.