



<b>Report to:</b>	Employment and Staffing committee 14 January 2022
<b>Lead Cabinet Member:</b>	Cllr John Williams
<b>Lead Officer:</b>	Jeff Membery

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# Pay Policy Statement

## Executive Summary

1. The localism Act 2011 requires that the Council have a pay policy statement to increase accountability, transparency, and fairness in the setting on local pay and overall reward strategy.

## Key Decision

2. No

## Recommendations

3. It is recommended that employment committee:
  - a) Consider the updated Pay Policy Statement as required by the localism Act
  - b) Recommend the pay policy statement to Full Council

## Reasons for Recommendations

4. The pay policy statement, as drafted for South Cambridgeshire District Council, fulfils the requirement as defined in the Localism Act 2011

## Details

5. The Localism Act 2011 requires English local authorities to produce a statutory pay policy statement for each financial year. The pay policy statement must be approved by a resolution of Full Council and must include pay and other remuneration for chief officers and other employees, including the lowest paid.
6. The Act defines remuneration widely, to include pay, charges, fees, allowances, benefits in kind, pension and termination payments.

7. The Councils strategy must balance securing and retaining high quality employees whilst maintaining pay equality and avoiding excessive pay rates. The authority should be satisfied that its policy is workable, reasonable and affordable.
8. The previous pay policy statement in 2021 was approved and this has been updated with the latest salary scales and organisational job titles.
9. The report also includes the latest Gender Pay Gap figures, which are required to be published under the Equality Act 2010. This years figures continue to buck the national trend and the gap here is in favour of females, due to our male dominated large operational workforce and female senior leadership.

## **Options**

1. Recommend the pay policy statement to Full Council
2. To recommend amendments to the pay policy statement

## **Implications**

10. In the writing of this report, taking into account financial, legal, staffing, risk, equality and diversity, climate change, and any other key issues, the following implications have been considered: -

### **Financial**

11. Salaries referred to within the statement are within budget

### **Legal**

12. The Localism Act 2011 requires the Council to have a Pay Policy Statement

### **Equality and Diversity**

13. The Council pay grades and evaluation method meets the requirement of the Equality Act 2010

### **Consultation responses**

14. The Council recognises Trade unions whom it consults on matters of annual pay agreement and whom agreed the Single Status Agreement.

## **Alignment with Council Priority Areas**

### **A modern and caring Council**

15. The pay policy statement promotes transparency, accountability and fairness in the setting of local pay.

## **Appendices**

Appendix A: Pay policy Statement 2022

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