

<b>Subject</b>	<b>Pay Policy Statement 2023-24</b>	<b>Status</b>	For Publication
<b>Report to</b>	Authority	<b>Date</b>	9 <sup>th</sup> February 2023
<b>Report of</b>	Director		
<b>Equality Impact Assessment</b>	Not Required	Attached	No
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## 1 **Purpose of the Report**

- 1.1 To secure approval of an updated Pay Policy Statement.
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## 2 **Recommendations**

- 2.1 Members are recommended to:
- a. Approve the revised Pay Policy Statement at Appendix A.**
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## 3 **Link to Corporate Objectives**

- 3.1 This report links to the delivery of the following corporate objectives:

### **Effective and Transparent Governance**

To uphold effective governance showing prudence and propriety at all times.

### **Valuing and engaging our Employees**

To ensure that all our employees are able to develop a career with SYPA and are actively engaged in improving our services.

*It is important that the Authority is transparent in the arrangements it puts in place for setting the remuneration of its employees, particularly senior employees where there is a legitimate public interest in the scale of reward. It is also important that the Authority maintains a pay and reward system that provides equal reward for work of equal value.*

#### **4 Implications for the Corporate Risk Register**

4.1 The actions outlined in this report relate to the key people risks identified in the Corporate Risk Register.

#### **5 Background and Options**

5.1 The Localism Act 2011 requires local authorities to produce a Pay Policy Statement each year. While the full terms of the Act do not apply to the Authority it is good practice to set out a public statement of how the Authority addresses issues of pay and reward particularly for senior employees.

5.2 Due to the long delay in settling the most recent local government pay award the updating of the Authority's Pay Policy Statement has also been delayed. A revised Statement reflecting the most recent pay award and other pay and grading changes agreed over the last 12 months is at Appendix A. The statement will require further revision after the settlement of the forthcoming annual pay award and may require some amendment after consideration of the findings of the Pay and Benefits Review.

5.3 The Statement includes information on the ratio between higher and lower paid roles across the Authority. The key metric here is the Hutton review's finding that the highest paid role should be paid no more than 20 times the lowest paid. The ratio for SYPA is 6.1 times which is significantly less than this.

#### **6 Implications**

6.1 The proposals outlined in this report have the following implications:

Financial	There are no direct financial implications arising from this report. The costs of the Authority's staff are fully reflected in the budget.
Human Resources	A clear and transparent pay policy is a key element in the Authority's overall approach to people management.
ICT	None
Legal	While not a legislative requirement the production of a statement of this sort is good practice.
Procurement	None

**George Graham**

**Director**

<b>Background Papers</b>	
<b>Document</b>	<b>Place of Inspection</b>