

Agenda Item

Subject	Pay Policy Statement 2024	Status	For Publication
Report to	Authority	Date	8 February 2024
Report of	Director		
Equality Impact Assessment	Not Required	Attached	No
Contact Officer	George Graham Director	Phone	01226 666439
E Mail	ggraham@sypa.org.uk		

1 Purpose of the Report

- 1.1 To secure approval of the updated Pay Policy Statement for 2024.
-

2 Recommendations

- 2.1 Members are recommended to:
- a. Approve the revised Pay Policy Statement at Appendix A.**
-

3 Link to Corporate Objectives

- 3.1 This content of the Corporate Strategy is influenced by all of the corporate objectives , but this report particularly links to the delivery of the following corporate objective:

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.

- 3.2 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 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, as well as the time taken to complete the Pay & Benefits Review, the updating of the Authority's Pay Policy Statement has also been delayed.
- 5.3 The Authority undertook a comprehensive review of its pay and benefits package in 2023 and this resulted in a set of proposals to address the findings that was approved by the Staffing Committee on 31 October 2023. The proposals included a fully revised grading structure, that was backdated to be effective from 01 April 2023 and this was implemented in December 2023.
- 5.4 The Pay Policy Statement at Appendix A reflects the Authority's revised grading structure and also reflects the most recent NJC pay award agreed in November 2023 which took effect from 1 April 2023. The statement will require further revision for any pay award settled by the NJC for the financial year commencing 01 April 2024.
- 5.5 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 the Authority's highest to lowest paid roles is 5.6 times which is significantly less than this and has reduced from the ratio in last year's pay policy statement, which was 6.1 times.

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	Whilst not a legislative requirement, the production of a statement of this sort is good practice.
Procurement	None.

George Graham

Director

Background Papers	
Document	Place of Inspection