

Part I

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All Wards

WELWYN HATFIELD BOROUGH COUNCIL

COUNCIL – FEBRUARY 2021

REPORT OF THE CORPORATE DIRECTOR (PUBLIC PROTECTION, PLANNING
AND GOVERNANCE)

PAY POLICY STATEMENT 2021/22

1 Executive Summary

- 1.1 The purpose of this report is to approve the council's Pay Policy Statement for 2021 / 22.

2 Recommendation(s)

- 2.1 It is recommended that the Pay Policy Statement, for the period 2021 / 22 be approved.

3 Explanation

- 3.1 Section 38(1) of the Localism Act 2011 requires English local authorities to produce a Pay Policy Statement for each financial year.
- 3.2 The legislation requires the Pay Policy Statement to cover disparate aspects of Remuneration Policy. For this reason, the Joint Negotiating Committee (JNC) strongly recommends local authorities use the opportunity to set out their overall rewards strategy for the whole workforce, and not to limit themselves to matters specifically required by the Act and statutory guidance. Consequently, the attached policy document is designed to extend beyond legal requirement and be more transparent about all aspects of remuneration.
- 3.3 The specific matters, which must be included in the Council's statutory pay policy are as follows:
- The level and elements of remuneration for each chief officer;
 - The remuneration of its lowest paid employees (together with a definition of 'lowest paid employees' and its reasons for adopting that definition);
 - The relationship between the remuneration of its chief officers and other officers; and
 - Other specific aspects of chief officers' remuneration: (i.e. remuneration on recruitment increases and additions to remuneration, any use of performance related pay and bonuses, termination payments and transparency)
- 3.4 For the purposes of the Pay Policy Statement, senior management means 'chief officers' as defined by s43 of the Localism Act. The posts falling within the statutory definition are set out below, with details of their basic salary as at 1 April 2021 included in section 6 of the appended Pay Policy Statement:

- a) Chief Executive;
- b) Corporate Directors;
- c) Heads of Service.

3.5 Pay Multiples

- 3.5.1** The relationship between the remuneration of Chief Officers and all other staff for the year 2020/21 will be published at the end of the financial year, the figure is expected to be in the region of 5:1.

4 **Legal Implication(s)**

- 4.1 The Localism Act 2011 requires full Council approval of the Pay Policy Statement.
- 4.2 The Council is required to produce the information detailed in paragraph 3.3 of this report in order to comply with the requirements of the Localism Act 2011. There are no impacts on the pay and conditions of employees arising from this report.
- 4.3 As soon as is reasonably practicable after approving a Pay Policy Statement, the council must publish it in such manner as it thinks fit, which must include publication on the council's website.

5 **Financial Implication(s)**

- 5.1 The financial implications of this report have been budgeted for in the financial year 2021 / 22.

6 **Risk Management Implications**

- 6.1 There are no Risk Management implications arising from this report.

7 **Security and Terrorism Implication(s)**

- 7.1 There are no Security and Terrorism implications arising from this report.

8 **Procurement Implication(s)**

- 8.1 There are no Procurement implications arising from this report.

9 **Climate Change Implication(s)**

- 9.1 There are no Climate Change implications arising from this report.

10 **Human Resources Implication(s)**

- 10.1 There are no direct Human Resource implications arising from this report.

11 **Communication and Engagement Implication(s)**

- 11.1 There are no communication and engagement implications arising from this policy. The statement is published on the Council's website.

12 Link to Corporate Priorities

- 12.1 The subject of this report is linked to the Council's Corporate Priority Our Council, and specifically to the achievement of achieving Value for Money, being an Employer of Choice and is linked to a statutory requirement, under Section 38(1) of the Localism Act 2011 legislation.

13 Equality and Diversity

An EqIA was not completed because this report does not propose changes to existing service-related policies or the development of new service-related policies.

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Background papers to be listed (if applicable)

Appendices to be listed