

**ITEM NO. 13**

**REPORT TO THE COUNCIL MEETING OF 21<sup>st</sup> February 2022**

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**Meeting:** Council  
**Date:** 21<sup>st</sup> February 2022  
**Subject:** Pay Policy Statement  
**Report of:** Rebecca Jenner – HR Manager  
**Portfolio Holder:** Councillor Dann  
**Status:** To Approve  
**Relevant Ward(s):** N/A

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1 Purpose of the Report

- 1.1 For Council to approve the 2022/23 Annual Pay Policy Statement which is required to meet the requirement of section 38(1) of the Localism Act (2011).

To provide transparency on the salaries of Chief Officers of Harborough District Council.

2 Recommendations:

- 2.1 **That Council approve the Pay Policy Statement for 2022/23 attached at Appendix A.**

3 Summary of Reasons for the Recommendations

- 3.1 The Localism Act 2011 requires all local authorities to produce a Pay Policy Statement in relation to transparency which is to be published on the Council website.
- 3.2 The Pay Policy Statement must articulate the Council's approach to a range of issues relating to the pay of its workforce.
- 3.3 Since the Pay Policy was approved by Council in 2020, a pay award for officers on NJC terms and Conditions (T&C's) has not been agreed and therefore salaries have not increased.
- 3.4 On the 15<sup>th</sup> of February 2021 The NJC unions (UNISON, GMB and Unite) lodged pay and T&Cs claims for local government ('Green Book') staff (which excludes the Chief Executive who is on JNC terms and conditions) for 2021 which include:

- An increase with a minimum of 10% on all spinal column points
- A national minimum agreement on homeworking policies for all councils
- A reduction of the working week to 35 hours with no loss of pay
- An agreement on a best practice national programme of mental health support for all local authorities and school staff
- A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave

3.5 In response, a one year offer was tabled from the National Employers side in July 2021 which was reaffirmed as the full and final offer in November 2021 in respect of local government services ('Green Book'), Craftworker ('Red Book'), in summary:

3.6 The National Employers final offer is as follows:

- With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1
- With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above
- Completion of the outstanding work of the joint Term-Time Only review group

3.7 The employers also considered proposals on the three non-pay elements of their initial offer and hope joint discussions can begin on the basis of the following:

- A national minimum agreement on homeworking policies for all councils
- An agreement on a best practice national programme of mental health support for all local authorities and school staff
- A joint review of the provisions in the Green Book for maternity/paternity/shared parental/adoption leave

3.8 In response, the Unions rejected the Employers national pay offer and have been balloting their members on industrial action. UNISON have concluded they will not be proceeding with industrial action after their turnout failed to reach their minimum threshold. We await the outcome of GMB and Unite.

3.9 The 1.5% pay offer for Chief Executives and Chief Officers has been agreed covering the period of 1<sup>st</sup> April 2021 – 31<sup>st</sup> March 2022, the increase in salary is reflected in the Pay Policy Statement.

#### 4 Impact on Communities

4.1 There is no direct impact on communities.

#### 5 Key Facts

5.1 The aims of the policy are to create transparency for staff and the public in connection to the pay of the Council's most senior staff. It is also intended to

raise the awareness of pay difference between lower paid members of staff and those at the very top of the organisation.

5.2 The policy is essentially a collection of statements reflecting Harborough District Council's practices on pay for Chief Officers as defined in the Localism Act 2011 and under Section 2(6) of the Local Government and Housing Act 1989.

5.3 The policy meets the legislative requirements.

## 6 Legal Issues

6.1 All authorities are required to produce and publish a Pay Policy Statement.

6.2 In determining the pay and remuneration of its employees, the council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. With regard to the Equal Pay requirements contained within the Equality Act, the council ensures that all pay arrangements can be objectively justified through the use of Job Evaluation methods.

## 7 Resource Issues

7.1 There are no direct financial implications or staffing implications, and the Pay Policy statement details current arrangements.

## 8 Equality Implications

8.1 There are no equality implications of this Pay Policy.

## 9 Impact on the Organisation

9.1 No direct impact on the organisation.

## 10 Community Safety Implications

10.1 None

## 11. Carbon Management Implications

11.1 None

## 12. Risk Management Implications

12.1 None

13 Consultation

13.1 Harborough District Council consult with the Trade Union, Unison, on policies in order to maintain good employee relations. Unison has been consulted regarding this policy and will be consulted again with any subsequent amendments.

14 Options Considered

14.1 This Pay Policy Statement is a statement of fact, it is a legal requirement to produce and publish a Pay Policy Statement, therefore there are no options to consider.

15 Background Papers

15.1 Localism Act 2011

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**Previous report(s): Pay Policy Statement 2018/19 and Pay Policy Statement 2019/20, Pay Policy Statement 20/21, Pay Policy Statement 21/22.**

**Information Issued Under Sensitive Issue Procedure: N/A**

**Ward Members Notified: N/A**

**Appendices:**

A. Pay Policy Statement 2022/23