



Northumberland

County Council

COUNTY COUNCIL

MARCH 2023

Pay Policy Statement of Northumberland County Council 2023/2024

Report of Sarah Farrell, Director of Workforce and OD

Cabinet Member: Richard Wearmouth, Deputy Leader

Purpose of report

The Localism Act 2011 requires the County Council to prepare and publish a Pay Policy Statement. The purpose of such a statement is to articulate the Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees.

The Council wishes to ensure that it operates on the principles of equal pay for work of equal value, and also within the various other legislative requirements, including the Equality Act 2010.

The policy statement applies to the 2023-24 financial year. The policy will be reviewed annually and takes into account the statutory guidance on openness and transparency issued by the Secretary of State for Levelling Up, Housing and Communities. (DLUHC)

Recommendations

Council is requested to approve:

1. The amended Pay Policy Statement 2023-24 set out at Appendix 1.

Link to Corporate Plan

The report is relevant to both the Living & Learning and Thriving priorities included in the NCC Corporate Plan 2021-2024 as it is linked to the pay of the workforce.

Key issues

This report is required to be submitted annually for consideration for approval by Full Council.

Background

1. Please find attached at Appendix 1 the proposed amended Pay Policy statement for 2023/24 based on external legal advice. All amendments to the policy statement approved by Council on 30 March 2022 are underlined in the document.
2. The proposed revisions to the 2023/2024 Pay Policy and the reasons have been highlighted in Appendix 2. Where a revision has been made to the 2023/24 Policy the paragraphs have been underlined in the document. A copy of the original published 22/23 Pay Policy statement has been included and attached at Appendix 3 for reference.
3. Under section 39 of the Localism Act the Pay Policy has to be agreed by 31 March. The proposal is the revised document will replace the current published Pay Policy 2022/23.

Implications

Policy	The purpose of such a statement is to articulate the Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees. The Council wishes to ensure that it operates on the principles of equal pay for work of equal value, and also within the various other legislative requirements, including the Equality Act 2010.
Finance and value for money	As above
Legal	As above and also the legal implications are covered within the body of this report.
Procurement	Not applicable
Human Resources	Statement relates to pay within the organisation and its workforce in particular the highest salaries and its lowest paid employees.
Property	Not applicable
Equalities (Impact Assessment attached)	EIA attached Appendix 4

Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	
Risk Assessment	Not applicable
Crime & Disorder	Not applicable
Customer Consideration	Customers will have access to the statement via the website
Carbon reduction	Not applicable
Health and Wellbeing	As policy is linked to Human Resources and the workforce of NCC our policy can have an effect on wellbeing and mental health of workforce.
Wards	Not applicable

Background papers:

Report signs off.

Authors must ensure that officers and members have agreed the content of the report:

	Full Name of Officer
Monitoring Officer/Legal	Suki Binjal
Executive Director of Finance & S151 Officer	Jan Willis
Relevant Executive Director	Sarah Farrell Director of Workforce and OD
Chief Executive	Helen Paterson (Audrey Kingham on behalf of Helen Paterson)
Portfolio Holder(s)	Richard Wearmouth

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