



# Northumberland County Council

## COUNTY COUNCIL

21 February 2024

### Pay Policy Statement of Northumberland County Council 2024/2025

Report of Councillor(s): Glen Sanderson, Chair of the Staff and Appointments Committee

Responsible Officer(s): Dr Helen Paterson, Chief Executive and Head of Paid Service.

#### 1. **Link to Key Priorities of the Corporate Plan**

**Achieving Value for Money** – Pay represents a significant part of overall expenditure of the council. Designing appropriate pay strategies is essential in driving productivity and organisational performance. The pay strategy needs to be effective in engaging and motivating staff, together with delivering value for money.

**Tackling Inequalities** - The Hutton report on fair pay made several recommendations, one of which included tackling disparities between the lowest and highest paid employees in public sector organisations.

#### 2. **Purpose of report**

- 2.1 This report asks Council to receive and consider the report and the recommendation of the Staff and Appointments Committee that met on 8 February 2024, in respect of the proposal that the amended pay policy statement for 2024/25 is approved for adoption.
- 2.2 The link to the full published report received by Staff and Appointments Committee is detailed below.

#### 3. **Recommendations**

- 3.1 Council is requested to approve the recommendations from the Staff and Appointments Committee held on 8 February 2024 to adopt the amended Pay Policy Statement 2024-25 (Appendix 1).

## 4. Background

- 4.1 The published report and associated appendices considered by the Staff and Appointments Committee on 8 February 2024 and recommended to Council for adoption is linked below.
- 4.2 Under section 39 of the Localism Act the Pay Policy must be agreed by 31 March. The proposed policy is the revised document and is intended to replace the current published Pay Policy 2023/24.

## Legal Due Diligence

- 4.3 In the light of the previous issues that have been identified with the interpretation and application of previous pay policies, the Director of Law and Governance has had the proposed policy reviewed by Leading Counsel to ensure full compliance with appropriate regulatory requirements. Counsel's suggestions have been adopted in full and are reflected in the proposed policy (Appendix 1).
- 4.4 All changes have been made to ensure full transparency and appropriate public and political oversight of the Council's pay and reward arrangements.
- 4.5 The most significant change is a proposal that in future all appointments to posts attracting a salary of £100k or more will be subject to final approval by Full Council following a recommendation from STAC. This will further enhance political oversight of arrangements

## 5. Implications

<b>Policy</b>	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 Chief Officers 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.
<b>Finance and value for money</b>	Pay represents a significant part of overall expenditure of the council and appropriate budgeting is in place to ensure salaries are managed in line with the financial plan. The pay strategy needs to be effective in engaging and motivating staff, together with delivering value for money.
<b>Legal</b>	Section 38-43 of the Localism Act 2011 sets out the requirement for local authorities to prepare and publish a Pay Policy Statement.  Section 38 specifies that the Pay Policy Statement must be prepared for each financial year and must be approved by Full Council.

<b>Procurement</b>	N/A
<b>Human resources</b>	Human Resources will continue to oversee job evaluation process, ensuring roles are evaluated fairly and in line with relevant process. HR will monitor the application of the pay policy, ensure relevant reports are prepared in line with the pay policy statement and submitted to staff and appointments committee.
<b>Property</b>	N/A
<b>The Equalities Act: is a full impact assessment required and attached?</b>	Yes - required and attached  EIA completed and appended to StAC report (appendix 5)
<b>Risk assessment</b>	Risks relating to pay and conditions are managed locally and both Strategic and Operational Risk registers are in operation
<b>Crime and disorder</b>	N/A
<b>Customer considerations</b>	N/A
<b>Carbon reduction</b>	N/A
<b>Health and wellbeing</b>	Effective pay strategies and appropriate application of pay arrangements will support positive health and wellbeing of employees.
<b>Wards</b>	N/A

## 6. Links to other key reports already published

[StAC report of Thursday 8 February 2024 – Pay Policy Statement 24/25](#)

## 7. Appendices

Appendix 1 – Proposed Pay policy statement 2024/25.

## **8. Author and Contact Details**

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