



Northumberland

County Council

COUNCIL

30 MARCH 2022

Pay Policy Statement of Northumberland County Council 2022/2023

Report of Leanne Furnell, Interim Service Director for HR/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 2022-23 financial year and requires approval at a meeting of the County Council. It will be reviewed annually and takes into account the guidance on openness issued by the Secretary of State for Housing, Communities and Local Government (MHCLG).

Recommendations

Council is requested to approve

- 1. The Policy Statement for the year 2022/23 as attached at Appendix 1 which will be published on the NCC website in line with transparency guidance on openness issued by the Secretary of State for Housing, Communities and Local Government (MHCLG)**

Link to Corporate Plan

The report is relevant to both the Living and Thriving priorities included in the NCC Corporate Plan 2018-2021 as it is linked to the pay of the workforce.

Key issues Annual report for approval

Background

1. Please find attached at Appendix 1 the Pay Policy statement for 2022/23 based on previous Pay Policy statements published on NCC website.
2. There are some proposed revisions to the 2022/2023 Pay Policy and the reasons have been highlighted in Appendix 2. Where a revision has been made to the 2022/23 Policy the paragraphs have been underlined in the document. A copy of the 2021/22 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.

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) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>	EIA attached Appendix 4
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	Leanne Furnell
Chief Executive	Cath McEvoy Carr in absence of Daljit Lally
Portfolio Holder(s)	Richard Wearmouth

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