

Meeting date: 19 January 2023

Report to: Remuneration Committee

Report title: Pay Policy Statement 2023

Report from: Director of Resources and Deputy Chief Executive

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Wards affected:

- All Wards | Bickenhill | Blythe | Castle Bromwich | Chelmsley Wood |
 Dorridge/Hockley Heath | Elmdon | Kingshurst/Fordbridge | Knowle |
 Lyndon | Meriden | Olton | Shirley East | Shirley South |
 Shirley West | Silhill | Smith's Wood | St Alphege
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Public/private report: Public

1. Executive Summary

- 1.1 To present to the Remuneration Committee the Council's Pay Policy Statement for 2023 that is fully compliant with Section 38 (1) of the Localism Act.
- 1.2 The main changes to the Statement are set out in paragraphs 4.1 to 4.9 of this report.
- 1.3 The Statement has been updated to reflect the statutory guidance on Special Severance Payments that was discussed at Remuneration Committee on the 14 November 2022.

2. Decision(s) Recommended

- 2.1 The Committee is asked to recommend that the Council's Pay Policy Statement for 2023 is approved at the next Full Council meeting on 7 February 2023.

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3. Matters for Consideration

3.1 Section 38 (1) of the Localism Act 2011 requires Local Authorities to produce on an annual basis a Pay Policy Statement which must be approved by Full Council and then published no later than the 31 March of each year. The Council's proposed Pay Policy Statement for 2023 is attached as Appendix 1.

4. What options have been considered and what is the evidence telling us about them?

4.1 The Pay Policy Statement excludes the pay of employees working in local authority schools. The salaries referred to in the statement are based on rates effective from 1 April 2022.

4.2 As part of the April 2022 pay settlement it was agreed that effective from 1 April 2023 SCP 1 would be deleted from the NJC pay spine. This means from that date the bottom of the pay spine for Band A will increase from £20,258 to £20,441 (this excludes the April 2023 pay award).

4.3 The multiple between the lowest paid employee (full time equivalent) and the Chief Executive (see paragraph 11.4) is 1:8. This is a reduction from 1:8.9 in 2022.

4.4 The multiple between the median full time equivalent salary and the Chief Executive is 1:4.9 down from 1:5.2 in 2022.

4.5 There are no changes to the number of posts at Director 1 or Director 2 level.

4.6 The number of posts at Assistant Director level has increased from 11 to 12. This is reflective of an additional role at this level in Childrens' Services following a review of the senior management structure in the Directorate.

4.7 The number of posts at Head of Service band J has reduced from 28 to 27. This change is as a result of a regrade of a Head of Service role in Economy and Infrastructure from Band I to J; and two COVID Advisory roles at this level coming to an end in Public Health and Commissioning.

4.8 There are no changes to the number of posts at Head of Service band I.

4.9 This years' Statement has been amended to reflect the new statutory guidance on making Special Severance Payments that came into effect in May 2022. The details are set out in Sections 9.4 – 9.7 of the Statement.

5. Reasons for recommending preferred option

5.1 It is a legal requirement for the Council to publish a legally compliant Pay Policy

Statement by 31 March 2023.

6. Implications and Considerations

6.1 State how the proposals in this report contribute to the priorities in the [Council Plan](#):

Priority:	Contribution:
<p>People and Communities:</p> <ol style="list-style-type: none"> 1. Improving outcomes for children and young people in Solihull. 2. Good quality, responsive, and dignified care and support for Adults in Solihull when they need it. 3. Take action to improve life chances and health outcomes in our most disadvantaged communities. 4. Enable communities to thrive. 	<p>The Pay Policy Statement provides transparency and accountability with regards to the Council's approach to setting pay.</p>
<p>Economy:</p> <ol style="list-style-type: none"> 5. Develop and promote the borough's economy, with a focus on revitalising our town and local centres. 6. Maximising the opportunities of UK Central and HS2. 7. Increase the supply of affordable and social housing that is environmentally sustainable. 	<p>N/A</p>
<p>Environment:</p> <ol style="list-style-type: none"> 8. Enhance our natural environment, improve air quality and reduce net carbon emissions. 	<p>N/A</p>
<ol style="list-style-type: none"> 9. Promote employee wellbeing 	<p>The Pay Policy Statement provides transparency and accountability with regards to the Council's approach to setting pay.</p>

6.2 Consultation and Scrutiny:

6.2.1 N/A

6.3 Financial implications:

6.3.1 N/A

6.4 Legal implications:

6.4.1 Full Council is legally required to approve a Pay Policy Statement no later than 31 March 2023.

6.5 Risk implications, including Risk Appetite:

6.5.1 N/A

6.6 Equality implications:

6.6.1 The Council holds robust statistical data on pay and reward. In determining the pay and remuneration of all its employees, the Council has applied due regard to equality in the management of its pay and employment policies to ensure that no employee is treated less favourably or disadvantaged than another employee.

6.6.2 Through the application of the Council's Job Evaluation Scheme, roles are evaluated in accordance with the equality tested National Job Evaluation Scheme to ensure there is fairness and transparency in salary grades that vary according to the job role and level of responsibility.

6.7 Linkages to our work with the West Midlands Combined Authority (WMCA), Local Enterprise Partnership or the Birmingham & Solihull Integrated Care System (ICS):

6.7.1 N/A

7. List of appendices referred to

7.1 Appendix 1 – Pay Policy Statement 2023

8. Background papers used to compile this report

8.1 NA

9. List of Other Relevant Documents

9.1 NA