

Meeting date: 8 February 2022

Report to: FULL COUNCIL

Subject/report title: Pay Policy Statement 2022

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. Purpose of Report

- 1.1 To present to Full Council the Council's Pay Policy Statement for 2022 that is fully compliant with Section 38 (1) of the Localism Act.

2. Decision(s) recommended

- 2.1 To note the contents of the report and approve the Council's Pay Policy Statement for 2022.

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 2022 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 2020, except for those employees on NJC (National Joint Council) terms and conditions of service in Grades C and D where the minimum pay spine for the grade was increased from 1 October 2021. The October increase is in line with year two of the transitional arrangements set out as part of the revised grading structure implemented in 2019. The detail relating to these changes is explained in paragraphs 4.4 to 4.5 and shown in Appendix B of the Pay Policy Statement.

- 4.2 At the time of writing the Statement the pay award for 2021/22 is pending and subject to negotiations at a national level.
- 4.3 The multiple between the lowest paid employee (full time equivalent) and the Chief Executive (see paragraph 11.4) is 1:8.9. This is unchanged from last year.
- 4.4 The multiple between the median full time equivalent salary and the Chief Executive is 1:5.2 down from 1:5.4 in 2020.
- 4.5 There are no changes to the number of posts at Director 1, Director 2 or Assistant Director level.
- 4.6 The number of posts at Head of Service band J has increased from 23 to 28. This change is as a result of additional roles at this level in Adult Care and Support (1 temporary), Childrens Services (3) and Public Health and Commissioning (1) Directorates.
- 4.7 There are no changes to the number of posts at Head of Service band I.
- 4.8 This years' Statement has been amended to reflect the clarification that under the existing Severance Scheme the maximum payback period is 3 years unless otherwise approved. The details are set out in Section 9.3.
- 4.9 The draft Pay Policy Statement has been shared with members of the Council's Remuneration Committee for comment prior to the Full Council meeting. All of the responses received have been supportive of adopting the statement for 2022.

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 2022.

6. Implications and Considerations

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

Priority:	Contribution:
Economy: 1. Revitalising our towns and local centres. 2. Deliver UK Central (UKC) and maximise the opportunities of HS2.	Not applicable.

Priority:	Contribution:
3. Increase the supply, quality and energy efficiency of housing, especially affordable and social housing.	
Environment: 4. Enhance Solihull's natural and physical environment. 5. Improve Solihull's air quality. 6. Reduce Solihull's net carbon emissions.	Not applicable.
People and Communities: 7. Take action to improve life chances and health outcomes in our most disadvantaged communities. 8. Enable communities to thrive. 9. Sustainable, quality care and support for adults & children with complex needs.	The Pay Policy Statement provides transparency and accountability with regards to the Council's approach to setting pay.
10. Promote employee wellbeing	Not applicable.

6.2 Consultation and Scrutiny:

6.2.1 NA

6.3 Financial implications:

6.3.1 NA

6.4 Legal implications:

6.4.1 Full Council is legally required to approve a Pay Policy Statement no later than 31 March 2022.

6.5 Risk implications:

6.5.1 NA

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), the Local Enterprise Partnership or the Birmingham & Solihull Integrated Care System (ICS):

6.7.1 NA

7. List of appendices referred to

7.1 Appendix 1 – Pay Policy Statement 2022

8. Background papers used to compile this report

8.1 None

9. List of other relevant documents

9.1 None