

**Wednesday, 24 January 2024**

**Report of the Head of HR and OD**

**Pay Policy 2023**

**Exempt Information**

None.

**Purpose**

The report details Tamworth Borough Council's Pay Policy Statement (including the Council's pay scale) so that statutory guidance as set out in Section 38 of the Localism Act is adhered to. In addition, the Gender Pay Gap report is also included for consideration and approval.

**Recommendations**

It is recommended that:

**The Committee approve the Policy Statement 2023 including the Gender Pay Gap report to be presented to Full Council for adoption and publication in line with the Localism Act 2011.**

**Executive Summary**

Under Section 112 of the Local Government Act 1972, the Council has the "power to appoint officers on such reasonable terms and conditions as authority thinks fit". The Pay Policy Statement (Appendix 1) sets out the Council's approach to pay in accordance with the requirements of Section 38 of the Localism Act 2011.

The purpose of the statement is to provide transparency with regards to the Council's approach to setting the pay of its employees by identifying:

- The methods by which salaries of all Tamworth Borough Council employees are determined,
- The detail and level of remuneration of Tamworth Borough Council's most senior staff i.e. 'Chief Officers', as defined by the relevant legislation (detailed at Appendix 2),
- The Committees responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to Full Council.

Once approved by Full Council, this policy statement will come into effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

The Equality Act 2019 (Specific Duties and Public Authorities) Regulations 2017 require Tamworth Borough Council to calculate and publish the pay gap (detailed at Appendix 3) between male and female employees each year. The data is based on the pay situation as of 31<sup>st</sup> March each year and is published on Tamworth Borough Council's and the Government's website.

**Options Considered**

Not applicable.

### **Resource Implications**

There are no resource implications associated with this report. All pay is accounted for within the approved Council budget; current salaries are budgeted at £14,162,342.97 for 2023/24.

### **Legal/Risk Implications Background**

Section 38 of the Localism Act must be complied with, therefore, so as to minimise the risk this report must be approved by full Council.

### **Equalities Implications**

The Localism Act was subject to consideration in terms of compatibility with the European Convention of Human Rights and contains a statement by the then Secretary of State that the provisions are compatible with equalities legislation. The Pay Policy Statement is now part of a wider transparency and equalities framework alongside gender pay gap reporting requirements.

### **Environment and Sustainability Implications (including climate change)**

Not applicable.

### **Background Information**

The Council has published a pay policy on an annual basis, in line with legislation, since 2012. The first annual Gender Pay Gap report was published in 2018 to meet new legislative requirements.

### **Report Author**

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### **List of Background Papers**

Pay Policy 2022.

### **Appendices**

Appendix 1 – Pay Policy Statement 2023

Appendix 2 – Salary Scales

Appendix 3 – Gender Pay Gap 2023