

Thursday, 14 November 2024

Report of the Head of HR and OD

Pay Policy 2024

Exempt Information

None.

Purpose

The report details Tamworth Borough Council's Pay Policy Statement so that statutory guidance as set out in Section 38 of the Localism Act is adhered to.

Recommendations

It is recommended that:

The Committee approve the Policy Statement 2024 to be presented to full council for adoption and publication to the Council's website 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,
- 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 2010 (Specific Duties and Public Authorities) Regulations 2017 require Tamworth Borough Council to calculate and publish the pay gap between male and female employees each year. The data is based on the pay situation as at 31 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 association with this report. All pay is accounted for within the approved Council budget.

Legal/Risk Implications

Section 38 of the Localism Act must be complied with, therefore, so as to mitigate 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. For the reporting period 31 March 2024, the median gender pay gap was minus1.4% which means that for the first time, women’s median hourly rate is more than males and the mean gender pay gap has reduced significantly to 0.8%.

All pay is applied fairly and equally under the Council’s job evaluation scheme.

Appendix 4 details the community impact assessment.

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 and Gender Pay Gap 2023

Appendices

- Appendix 1 Pay Policy Statement 2024
- Appendix 2 Salary scales 2024
- Appendix 3 Gender pay gap report 2024
- Appendix 4 Community impact assessment