

**Full Council**  
**Tuesday, 25 February 2025**

PART I

**Council Pay Policy Statement 2025**  
**(CED)**

**1 Summary**

- 1.1 Council are asked to agree the Council's Pay Policy Statement 2025 prior to publication on the Council's Website.

**2 Details**

- 2.1 The Council's success relies on the talent and contribution of its workforce enabling and ensuring it meets its objectives. The Council's Pay Policy Statement seeks to ensure the Council is able to attract, recruit, retain and engage the right people in order to achieve this.
- 2.2 The Pay Policy Statement pulls together all the elements that make up the Council's financial reward practices. It provides assurances of our consistency, fairness and transparency and gives clarity to all our stakeholders about how and what our people are rewarded for. It defines the level and elements of remuneration for Chief Officers in accordance with the requirements of section 38(1) of the Localism Act 2011.
- 2.3 The Localism Act 2011 requires the Council to publish its position on 1 April each year in relation to specific areas of chief officers pay as follows: - remuneration levels, all other payments, incremental progression, performance related pay, bonus payments, redundancy, severance/ compensation, and retirement payments, and the Council's policy on the re-engagement of chief officers. This Pay Policy Statement sets out the Council's position in these areas. The report is the same as in previous years with updated staffing and pay rate information.
- 2.4 The recommendation of the Hutton Report into "Fair Pay in the Public Sector" as recognised by the Government in the Code of Recommended Practice for Local Authorities on Data Transparency, was that a pay ratio of the salary of the Chief Executive compared to the median average salary in the organisation should be published. This is set out in Section 18 of the Pay Policy Statement, which shows the ratio to be 1:4.4. The Council does not have a policy on maintaining or reaching a specific pay multiple but is conscious of the need to ensure that the salary of the highest paid employee is not excessive but is consistent with the needs of the Council as expressed in this policy statement.
- 2.5 The Hutton report raised concerns about multiples in the order of 1:20 or higher between the lowest and highest paid employees in local authorities. The Council's current lowest to highest ratio is 1:5.8, which, is considerably lower. The lowest pay band on the pay model is not in use at the Council. The lowest graded job in the council is £25,183 per annum or £12.07 per hour (based on a 40-hour working week). This is remunerated above Real Living Wage (RLW) threshold of £12.00 per hour for 2023/24. RLW for 2024/25 will increase to £12.60 per hour. This increase will be applied on 1 April 2025 and the lowest graded job will be aligned to it at that time.

### **3 Options and Reasons for Recommendations**

3.1 That Council approve the Council Pay Policy Statement prior to its publication.

### **4 Policy/Budget Reference and Implications**

4.1 The recommendations in this report are within the Council's agreed policy and budgets.

4.2 The impact of the recommendations on this is non-compliance with requirements of the Localism Act 2011.

### **5 Financial Implications**

5.1 There are no financial implications as a result of this report.

### **6 Legal Implications**

6.1 It is a requirement of the Localism Act 2011 that this be reported annually to Council and published on 1 April each year.

### **7 Equal Opportunities Implications**

7.1 Having had regard to the council's obligations under s149, it is considered that as this is not a new policy and the data does not indicate any equalities issues that no updated EIA is required.

### **8 Staffing, Environmental, Community Safety, Public Health, Customer Services Implications**

8.1 None specific.

### **9 Communications and Website Implications**

9.1 The Council Pay Policy Statement is required to be published on the Council's Website.

### **10 Risk and Health & Safety Implications**

10.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

<b>Nature of Risk</b>	<b>Consequence</b>	<b>Suggested Control Measures</b>	<b>Response</b> <i>(tolerate, treat, terminate, transfer)</i>	<b>Risk Rating</b> <i>(combination of likelihood and impact)</i>
Council does not fulfil requirements of Localism	The Localism Act is not complied with.	The Council Pay Policy Statement is published.	Treat.	2

Act 2011 in publishing the pay policy.				
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10.2 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

<b>Very Likely</b> ----- <b>Likelihood</b> ----- ▼ <b>Remote</b>	<b>Low</b>	<b>High</b>	<b>Very High</b>	<b>Very High</b>
	4	8	12	16
	<b>Low</b>	<b>Medium</b>	<b>High</b>	<b>Very High</b>
	3	6	9	12
	<b>Low</b>	<b>Low</b>	<b>Medium</b>	<b>High</b>
	2	4	6	8
	<b>Low</b>	<b>Low</b>	<b>Low</b>	<b>Low</b>
	1	2	3	4
	<b>Impact</b>			
	Low	-----▶		Unacceptable

**Impact Score**

- 4 (Catastrophic)
- 3 (Critical)
- 2 (Significant)
- 1 (Marginal)

**Likelihood Score**

- 4 (Very Likely (≥80%))
- 3 (Likely (21-79%))
- 2 (Unlikely (6-20%))
- 1 (Remote (≤5%))

10.3 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.

**11 Recommendation**

11.1 That Council approves the Pay Policy Statement 2025

11.2 That public access to the report be immediate.

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#### **APPENDICES / ATTACHMENTS**

Appendix A – Council Pay Policy Statement 2025