

Title of Report	Amendment to the Pay Policy Statement 2023/24
For Consideration By	Full Council
Meeting Date	17 May 2023
Classification	Open
<u>Ward(s) Affected</u>	N/A
<u>Group Director</u>	Ian Williams, Finance & Corporate Resources

1. **Introduction**

- 1.1. The Localism Act 2011 requires that the Council approves a Pay Policy Statement setting out the authority's approach to remuneration and benefits. The policy and any amendments to it must be approved by a resolution of the Full Council.
- 1.2. A recent review of the policy statement approved in February 2023 has revealed that it had not been updated to take account of new Statutory Guidance issued by the Department for Levelling Up, Housing and Communities.
- 1.3. Whilst the proposed changes are relatively minor in nature, any payments made must comply with the policy statement and therefore the Council is invited to approve the amended statement.

2. **Recommendations**

- 2.1. **To approve the amended Pay Policy Statement 2023-24.**

3. **Reason(s) for decision**

- 3.1. Chapter 8 of the Localism Act 2011 introduced increased requirements for transparency and member accountability for pay in local authorities. It is a requirement that the Full Council approves a pay policy statement each year.
- 3.2. Hackney Council approved its Pay Policy Statement 2023-24 at its meeting on 25 January 2023. However, a recent review of the policy revealed it had not been updated to reflect changes to statutory guidance issued by DLUCH.
- 3.3. A revised copy of the policy is attached showing the proposed changes in red. Approval of the amendments by Full Council is a requirement of the Localism Act 2011.

3.4. These changes also ensure that there is accountability for decisions, and that the scheme of delegation agrees with the policy statement and the terms of reference of the Appointments Committee.

4. **Comments of the Group Director of Finance and Corporate Resources.**

4.1. The Council is required to maintain an up to date Pay Policy Statement. Any payments made to chief officers must be in accordance with the provisions. The statutory guidance on Special Severance Payments was issued by the Government in May 2022 and these amendments update the Pay Policy statement to reflect those changes.

5. **Comments of the Director of Legal, Democratic and Electoral Services**

5.1. S38 (1) of the Localism Act 2011 requires the Council to prepare a pay policy statement for 2023/24. The Council approved the last edition on 25 January 2023. In accordance with Article 4.6 (xiv) of the Council's Constitution, it is the responsibility of Full Council to approve the Council's Pay Policy.

Appendices

Appendix 1 - Amended Hackney Council Pay Policy Statement 2023-24

Background documents

1. Chapter 8 of the Localism Act 2011
2. Statutory Guidance on Special Severance Payments May 2022

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