

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 27th April 2021
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WARD(S): All

PART I **FOR DECISION**

RECOMMENDATION OF THE EMPLOYMENT AND APPEALS COMMITTEE FROM ITS MEETING HELD ON 6TH APRIL 2021- PAY POLICY STATEMENT UPDATE 2021/22

1. **Purpose of Report**

To provide Members with an update of the revisions to the Pay Policy Statement for the year 2021/22 as required by the Localism Act 2011.

2. **Recommendation(s)/Proposed Action**

The Council is requested to resolve that the Pay Policy Statement 2021/22, as attached at Appendix A, be approved for publication.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

This report is factual in nature and does not directly relate to the SJWS and Five Year Plan.

4. **Other Implications**

(a) **Financial**

The expected costs of all Council salaries are included within the annual revenue budget.

(b) **Risk Management**

None arising from this report.

(c) **Human Rights Act and Other Legal Implications**

Local Authorities are required by section 38 of the Localism Act 2011 (the Act) to prepare a pay policy statement and have regard for any guidance issued under section 40 of the Act and the Supplementary Guidance (on openness and accountability) released in February 2013. The policy statement should cover a number of matters concerning the pay of the authority's staff, principally Chief Officers.

The Pay Policy Statement appended to this report has been reviewed and meets the requirements of the Localism Act.

(d) Equalities Impact Assessment

None arising from this report.

5. **Supporting Information**

- 5.1 Council is required to review, approve and publish the Pay Policy Statement annually.
- 5.2 The Pay Policy Statement enables residents to understand the Council's pay policy for senior staff and how it relates to the salaries of the lowest paid. It provides transparency and enables residents to assess whether salaries paid represent value for money.
- 5.3 The Pay Policy Statement covers the financial year 2021/22.
- 5.4 When the cost of living award is implemented the pay scales, as attached at Appendix B, will be updated according to the increase in pay levels.
- 5.5 Once approved the Pay Policy Statement, as attached at Appendix A will be published on the Council's website.

6. **Comments of Other Committees**

The Pay Policy Statement 2021/22 was considered at the meeting of the Employment and Appeals Committee held on 6th April 2021. Members agreed to recommend to Council that the Pay Policy Statement as attached at Appendix A, be approved for publication.

7. **Conclusion**

Members are requested to approve the Pay Policy Statement for 2021/22 as attached at Appendix A.

8. **Appendices Attached**

Appendix A - Pay Policy Statement 2021/22.
Appendix B - Slough Borough Council Salary Scales

9. **Background Papers**

None.