

**REMUNERATION COMMITTEE
17 JANUARY 2024**

Pay Policy Statement 2024/25

Report by the Executive Director of Resources and Section 151 Officer

RECOMMENDATIONS

1. The Remuneration Committee is RECOMMENDED to:
 - a) Receive the report.
 - b) Recommend the 2024/25 Pay Policy Statement prior to progression to Full Council for approval.

EXECUTIVE SUMMARY

2. In 2012 a stand-alone Remuneration Committee was set up to report each year directly to Full Council and to make recommendations regarding the Council's Pay Policy Statement.
3. The Localism Act requires all councils to agree and publish a Pay Policy Statement every financial year. The Act lays down requirements on the content of the statement. This requirement is supplemented by detailed guidance from the Department for Communities and Local Government entitled 'Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act'.
4. In addition, the code of Recommended Practice for Local Authorities on Data Transparency (updated in 2014) requires that councils publish prescribed information on senior pay, jobs and organisational structures.
5. Full details, as required by the Act and Code of Practice, will be published on the Council's website and will be available on request.

PAY POLICY STATEMENT

6. The Pay Policy Statement at Appendix 1 contains remuneration data as of 1 January 2024 and fulfils the requirements set down by the relevant legislation and codes. The Pay Policy Statement is reviewed by the Council annually and is recommended by the Remuneration Committee to Full Council for approval.
7. It is considered that the statement has been produced both in the spirit and requirements of the Localism Act legislation.

8. Local Government (Green Book) employees up to and including scale point 43 received a pay increase of £1,925 for 2023/24 and whilst not implemented until December 2023, the payment was backdated to 1st April 2023.
9. Employees above scale point 43 received a pay increase of 3.88% backdated to 1st April 2023. Chief Officers received a pay increase of 3.5% effective from 1st April 2023.
10. The Pay Policy Statement must contain the following:
 - The ratio between the highest paid chief officer and the lowest paid employees at the council and the highest paid chief officer and the median pay point at the council.
 - The ratio between the average salary of all chief officers and the lowest paid employees and the average salary of all chief officers and the median pay point at the council.
 - The appointment arrangements for all chief officers at the council.
 - Pay strategy, design, structures, and arrangements including job evaluation methods and arrangements for pay progression.
 - Pay arrangements on termination of employment.

FINANCIAL IMPLICATIONS

11. There are no direct financial implications arising from the report. Pay awards are budgeted for on an annual basis as part of the Budget & Business Planning process. Where pay awards exceed the budgeted increase, the difference is met from corporate contingency.

Comments checked by :
Lorna Baxter, Executive Director of Resources and section 151 Officer

LEGAL IMPLICATIONS

12. Section 38 of the Localism Act 2011 requires local authorities to publish a pay policy statement. Sections 38-43 of the Localism Act set out further details as to what the pay policy statement is to contain, and that guidance issued by government must be followed. This report and the annexed pay policy statement set out how the legislative provisions have been adhered to, together with guidance and the Council's constitution, in preparing the pay policy statement.

Comments checked by:
Paul Grant, Head of Legal and Deputy Monitoring Officer

Annex 1 Pay Policy Statement 2024/25

Lorna Baxter
Executive Director of Resources and Section 151 Officer

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January 2024