



North Devon Council

Report Date: Wednesday, 19 July 2023

Topic: Statutory Pay Policy 2023

Report by: Head of Organisational Development

1. INTRODUCTION

1.1. This report details the Council's Statutory Pay Policy, which under Section 38 of the Localism Act 2011 must be agreed annually by Full Council.

2. RECOMMENDATIONS

2.1. That the Statutory Pay Policy 2023 as set out in Appendix and Annex thereto, be approved.

3. REASONS FOR RECOMMENDATIONS

3.1. There is a statutory requirement for Full Council to agree a Statutory Pay Policy each year

4. REPORT

4.1. The attached draft Statutory Pay Policy Statement sets out the background to this matter and details the Council's policy which, subject to the agreement of members, will be published on the Council's web site.

4.2. The Appendix to the draft Statutory Pay Policy Statement details the remuneration arrangements of the Chief Officers concerned.

4.3. Members should note that the Pay multiple of Head of Paid Service to median for 2023 is 3.91 which has reduced from 2022 when it stood at 4.08. The Pay multiple of Head of Paid Service to lowest paid full time employee (Not including Apprentices) for 2023 is 4.78 and has also reduced from 2022 when it stood at 5.07

5. RESOURCE IMPLICATIONS

5.1. The remuneration arrangements are all contained within the existing revenue budget approved by Members of Full Council. Failure to publish a Statutory Pay Policy would leave the Council open to challenge and the opportunity costs associated with dealing with enquiries for information which would otherwise be available online.

6. EQUALITIES ASSESSMENT

6.1. Please refer to paragraph 7.1 of the attached Statutory Pay Policy Statement.

7. ENVIRONMENTAL ASSESSMENT

7.1 There are no environmental issues arising.

8. CORPORATE PRIORITIES

8.1. There are no impacts on the corporate priorities.

9. CONSTITUTIONAL CONTEXT

9.1. Part 2, Article 4, paragraph 4.5.18

9.2. Council power

10. STATEMENT OF CONFIDENTIALITY

This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.

11. BACKGROUND PAPERS

The following background papers were used in the preparation of this report: Localism Act 2011 and 2022 report to Council by Head of Organisational Development, Statutory Pay Policy Statement and Appendix thereto (The background papers are available for inspection and kept by the author of the report).

12. STATEMENT OF INTERNAL ADVICE

The author (below) confirms that advice has been taken from all appropriate Councillors and Officers: Senior Management Team and Financial Services.