



North Devon Council

Report Date: Wednesday, 27 March 2024

Topic: Statutory Pay Policy 2024

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 report, its 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 reduction in the Pay multiple of Head of Paid Service to median has continued and for 2024 is now 3.70, in 2023 it was 3.91 and in 2022 it was 4.08. The Pay multiple of Head of Paid Service to lowest paid full time employee (Not including Apprentices) has also further reduced, for 2024 it is now 4.45, in 2023 it was 4.78 and in 2022 it was 5.07.

4.4 All Councils are required to publish their Pay Policy information and the following table shows how the Pay multiple of the Head of Paid Service to the lowest paid employee compares across the other District Councils in the area.

Authority	Pay multiple to lowest paid employee
North Devon	4.45
Mid Devon	5.22
Exeter	5.53
Torridge	5.6
East Devon	5.9
Teignbridge	6.14
South Hams	6.24
West Devon	6.24

In addition to the above, published data from the Taxpayers Alliance enables a further comparison nationally of the remuneration of senior posts within Local Councils. This data shows that the post of Head of Paid Service for North Devon Council was one of the lowest paid Chief Executives in the Country.

A pay analysis was also carried out by the Local Government Association in 2023, which has highlighted the following between comparative Councils throughout the Country that are similar to North Devon Council:

- The lowest salaried job role of the CIPFA councils is awarded to the Chief Executive, North Devon District Council, which is an annual salary of £97,664. It should be noted that this salary is a spot salary, therefore no means of progression.
- The differential between the maximum remuneration for the highest salaried and lowest salaried Chief Executives job roles of the CIPFA councils is £47,315 – which is a 48% differential.
- The cumulative average Tier 1 annual salary, to maximum of the pay range, is £122,327.
- The mid Tier 1 annual salary in the CIPFA Councils range is £121,321 which is between £119,247 and £121,685.

The analysis also then looked at comparative pay data for Councils neighbouring North Devon Council, which highlighted these findings:

- The lowest salaried job role of the neighbouring councils is awarded to the Chief Executive, North Devon District Council which is an annual salary of

£97,664. It should be noted that this salary is a spot salary, therefore no means of progression.

- The differential between the maximum remuneration for the highest salaried and lowest salaried Chief Executives job roles of the neighbouring councils is £37,335 – which is a 38% differential.
- The cumulative average Tier 1 annual salary, to maximum of the pay range, is £119,074.
- The mid Tier 1 annual salary in the neighbouring councils is £116,331, which is between £115,897 and £118,549.

4.5 The remuneration of the Head of Paid Service was last reviewed in 2019. The pay multiple figures outlined above, together with comparative pay analysis from the Local Government Association and published figures from the Taxpayers Alliance, clearly show that the remuneration of the Head of Paid Service for North Devon Council is the lowest comparable to District Councils in the area and nationally. It is important that the Council fairly reflects the pay remuneration for Senior posts that attract the level of responsibility that the post carries, this is crucially important to ensure staff retention and/or attracting officers within this statutory role.

4.6 The other posts outlined in the Appendix to the Pay Policy of Director of Resources and Deputy Chief Executive, Heads of Service and the post of Senior Solicitor and Monitoring Officer have been recently reviewed in 2021, when structural changes were made to the organisation and their pay and remuneration was reviewed as part of this process.

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 CONSTITUTIONAL CONTEXT

7.1 The decision in respect of the recommendations in this report can be made pursuant to Article 4. Paragraph 4.5.18 of the Constitution.

8 STATEMENT OF CONFIDENTIALITY

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

9 BACKGROUND PAPERS

9.1 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).

10 STATEMENT OF INTERNAL ADVICE

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