

READING BOROUGH COUNCIL

REPORT BY ASSISTANT DIRECTOR OF HR AND ORGANISATIONAL DEVELOPMENT

TO:	PERSONNEL COMMITTEE		
DATE:	16 MARCH 2022		6
TITLE:	PAY POLICY STATEMENT 2022/23		
LEAD COUNCILLOR:	CLLR MCEWAN	PORTFOLIO:	CORPORATE AND CONSUMER SERVICES
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1. PURPOSE OF REPORT

1.1 To recommend to Personnel Committee a Pay Policy Statement for 2022/23, for approval by Council on 22 March 2022.

1.2 Appendices

Appendix 1: Pay Policy Statement 2022/23

2. RECOMMENDED ACTION

That 2.1 and 2.2 be recommended to Council on 22 March 2022:

2.1 To approve the Pay Policy Statement for 2022/23 in Appendix 1 of this report.

2.2 That the Assistant Director of HR and Organisational Development, in consultation with the Lead Member for Corporate and Consumer Services, be authorised to update the Pay Policy Statement with new pay scales and pay ratios, when the pay discussions between the national employers and joint trade unions for 2021/22 and 2022/23 have been concluded.

3. POLICY CONTEXT

3.1 Local Authorities are required under section 38(1) of the Localism Act 2011 (the Act) to prepare a Pay Policy Statement. The Statement must articulate the Council's policy towards the pay of the workforce, particularly senior staff and its lowest paid employees.

3.2 The Act sets out in detail the specific elements which the Pay Policy Statement must include as a minimum. It requires that in addition to the determination of senior salaries, authorities must make clear what approach is taken to awarding other elements of pay including:

- severance payments,
- any additional fees (e.g. election duties),
- pay increases,
- honorarium payments etc.

3.3 The Act requires that authorities include in their Pay Policy Statements their approach to the publication of and access to information relating to the remuneration of Chief Officers. Reference to the Council's Statement of Accounts where this information is published is included within the proposed Statement in Appendix 1.

4. UPDATES WITHIN THE 2022/23 PAY POLICY STATEMENT

4.1 The Act requires that Pay Policy Statements are produced annually and are considered by Council. The Pay Policy Statement for 2022/23 is attached as Appendix 1. It has been updated as follows:

- Paragraph 5.2 has been updated to reflect the current status of the national pay negotiations for 2021 and 2022 (see 4.2 below)
- Section 7 has been updated to reflect the new Living Wage Foundation hourly rate which has increased to £9.90. It will be implemented at the Council from 1 April 2022. It will be necessary to pay a Living Wage supplement to staff with an hourly rate below £9.90 (this will apply to about 420 staff on spinal point 3 which is the lowest point used on the Council's pay structure, mainly in schools and casual workers at The Hexagon), at least until the national pay award for 2022 is confirmed
- New pay multiples in Section 8
- Annex D (council employees in salary bands) has been updated with data from 1 April 2021 and Section 10 (Pay Profile) has been updated to reflect this.

4.2 The national pay negotiations for 2022 have not yet started. The three unions are not expected to begin to consult their members on the content of their 2022 pay claim until at least March, which means it is not expected to be tabled until early May (which will already be beyond the usual pay award implementation date of 1 April 2022). This is due to the delay in concluding the national pay negotiations for 2021/22. In early February 2022, the Joint Negotiating Committees for Chief Executives and Chief Officers announced they had reached agreement to award a 1.5% increase from 1 April 2021. A 1.75% increase, backdated to 1 April 2021, was agreed on 28 February for Local Government Services staff (which covers most staff on grades RG1-10 at the Council). The national pay negotiations for 2021 are still ongoing for about 60 staff on Craftworkers terms and conditions (which cover trades staff within the Directorate of Economic Growth and Neighbourhood Services).

4.3 The Pay Policy Statement for 2022/23 will need to be updated once the pay negotiations are concluded for staff on Craftworkers terms and conditions for 2021, and updated again when they are concluded for all negotiating committees for 2022. Delegated authority is sought through this report for the Assistant Director of HR and Organisational Development, in consultation with the Lead Member for Corporate and Consumer Service, to update the Pay Policy Statement which will require changes throughout to reflect the pay awards in addition to:

- Paragraph 8 to show the new pay multiples
- Annex F (new pay scales)

5. CONTRIBUTION TO STRATEGIC AIMS

5.1 This report supports effective management of the workforce. High performing, motivated and healthy staff are crucial to achieving the Council's vision to help Reading realise its potential and to ensure that everyone who lives and works here can share the benefits of its success.

6. ENVIRONMENTAL AND CLIMATE IMPLICATIONS

6.1 None.

7. COMMUNITY ENGAGEMENT AND INFORMATION

7.1 As the Pay Policy Statement is largely a matter of fact in terms of how the Council currently determines the pay and conditions of its staff, consultation with staff is not required. However, the Statement was presented to the Council's Local Joint Forum on 24 February 2022 for information.

8. EQUALITY IMPACT ASSESSMENT

8.1 Not required for this report.

9. LEGAL IMPLICATIONS

9.1 These are set out in paragraph 3 of this report.

10. FINANCIAL IMPLICATIONS

10.1 There are no financial implications arising from this report.

11. BACKGROUND PAPERS

11.1 None.