

SOUTH STAFFORDSHIRE COUNCIL**COUNCIL 26 MARCH 2024****COUNCIL PAY POLICY STATEMENT FOR 2024/25****REPORT OF THE LEADER OF THE COUNCIL – COUNCILLOR ROGER LEES BEM****PART A – SUMMARY REPORT****1. SUMMARY OF PROPOSALS**

- 1.1 The Council is required to prepare a Pay Policy Statement for each financial year and the proposed Pay Policy Statement for 2024/25 is attached in appendix A.

2. SUMMARY IMPACT ASSESSMENT

POLICY/COMMUNITY IMPACT	Do these proposals contribute to Council Plan objectives?	
	Yes	Good governance and being an Employer of choice benefits the workforce and our communities.
	Has an Equality Impact Assessment (EqIA) been completed?	
	Yes	
	Has a Data Protection Impact Assessment been completed?	
	No	There are no proposals that require this.
SCRUTINY POWERS APPLY	No	
KEY DECISION	No	
TARGET COMPLETION/ DELIVERY DATE	31 March 2024	
FINANCIAL IMPACT	Yes	There are no financial consequences that arise as a direct result of implementing the Pay Policy not already incorporated into the MTFS. Existing budgetary provision for employees makes due allowance for any costs that may arise from recruitment and retention initiatives.
LEGAL ISSUES	Yes	The Localism Act 2011 requires the preparation of an annual pay policy statement. The report identifies the correct governance procedure that must be followed in relation to the pay policy. The report also introduces new policies (Talent Attraction and Retention) and recognises the importance of such policies being introduced having regard to the Equality Act 2010 and (Amendment) Regs 2023.
STRATEGIC RISKS	N/A	The Council is required to publish the information. contained in the above statements.
IMPACT ON WARDS	No	Not applicable.

PART B – ADDITIONAL INFORMATION

3. INFORMATION

- 3.1 Section 38 (1) of the Localism Act requires local authorities to publish an annual Pay Policy Statement setting out Chief Officer remuneration. However, the Pay Policy Statement covers all employees and goes wider than the legal requirements.
- 3.2 The Pay Policy Statement must be approved by a resolution of Council although it may be amended by Council during the financial year. It should be published on the Council's website as soon as reasonably practicable after approval or amendment.
- 3.3 The Pay Policy Statement has been updated to reflect nationally agreed pay awards and any figures set out within the policy, for example pension contribution rates and pay multiples.
- 3.4 This report also proposes the adoption of a new Talent Attraction and Retention Policy and an updated Market Supplement Policy recognising that recruitment and retention are now considered to be the most significant workforce challenges facing Local Government¹.
- 3.5 The Council reported its workforce development progress to Standards and Resources Committee on 25 January 2024. The report and presentation considered at that meeting are available to members in the background papers on CMIS. Whilst the Council is in a strong position, the recruitment market is changing rapidly, and we need to ensure that the Council has a range of options to respond to skills shortages to future proof our workforce. The new Talent Attraction and Retention Policy provides a holistic approach to recruitment and retention ranging from growing our own talent locally through collaboration with schools and partners to offering financial incentives where this is required to compete and secure/retain posts that are critical to service delivery.
- 3.6 The updated Market Supplement Policy proposes that in exceptional circumstances it can be applied to the retention of posts '*Where Corporate Leadership Team (CLT) determine that the retention of a postholder is critical for the completion of a major project or piece of work that would otherwise pose significant risks to the Council if the post holder left*'. It is also proposed that the review of market supplements will be reviewed every two years rather than the former 2¹/₂ years which is consistent with the arrangements for JNC posts.

¹ The Local Government Association's workforce survey 2022, that was published during 2023 confirmed 9/10 (90%) of respondents had a capability skills gap in a least one area and 94% of respondents confirmed their council was experiencing recruitment and retention difficulties.

- 3.7 These additions will enhance our Employer of Choice strategy, but the policies also contain the following safeguards to protect the Council's interests.
- Where financial incentives are required, business cases identifying budgetary provision are to be provided and approved by Corporate Leadership Team².
 - There will be a requirement to repay any incentives if the post-holders leave the Council's employment earlier than agreed.

4. IMPACT ASSESSMENT – ADDITIONAL INFORMATION

- 4.1 An Equality Impact Assessment for the new Talent Attraction and Retention Policy has been carried out. This is available on CMIS.
- 4.2 Consultation has taken place with UNISON.

5. PREVIOUS MINUTES

- 5.1 N/A.

6. BACKGROUND PAPERS

- 6.1 Report and presentation to Standards and Resources Committee 25 January 2024 is available on CMIS.

7. APPENDICES

Appendix A - Pay Policy Statement 2024/25.
Appendix B - Talent Attraction and Retention Policy.
Appendix C – Updated Market Supplement Policy

8. RECOMMENDATIONS

- 8.1 That Council, approve the
- Pay Policy Statement for 2024/25 (appendix A)
 - New Talent Attraction and Retention Policy (appendix B)
 - Updated Market Supplement Policy (appendix C)

² It is considered that the financial incentives will only be applied to JNC posts in exceptional circumstances. Where this does apply, the approval process will be in accordance with section 14 of the Council's Pay Policy Statement.