



# Pay Policy Statement

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## Pay Policy Statement 2023 – 2024

The purpose of the statement is to provide transparency in respect of the Council's approach to setting the pay of its employees (excluding teaching staff working in local authority schools) by identifying; the methods by which salaries of all employees are determined; the detail and level of remuneration of its most senior staff and the agreed decision-making arrangements for ensuring the provisions set out in this statement are applied consistently throughout the Council.

## **1.0 INTRODUCTION AND PURPOSE**

- 1.1 In accordance with section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as the authority thinks fit”. This Pay Policy Statement sets out the Council’s approach to pay in accordance with the requirements of Section 38 of the Localism Act 2011.
- 1.2 The purpose of the statement is to provide transparency with regard to the Council’s approach to setting the pay of its employees (excluding teaching staff working in local authority schools) by identifying:
  - The methods by which salaries of all employees are determined;
  - The detail and level of remuneration of its most senior staff i.e. ‘Chief Officers’, as defined by the relevant legislation;
  - The constitutional arrangements in place for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.
- 1.3 This policy statement will be subject to review on an annual basis.
- 1.4 The previous Pay Policy Statement (2022-23) was agreed at full Council on the 16<sup>th</sup> March 2022.

## **2.0 CONTEXT: LEGISLATION RELEVANT TO PAY AND REMUNERATION**

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, and, where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 In May 2022 the government published new Statutory Guidance on the Making and Disclosure of Special Severance Payments by Local Authorities in England. This year’s Pay Policy Statement has been updated to reflect the requirements of this guidance.
- 2.3 The Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

## **3.0 PAY STRUCTURE**

- 3.1 The Council uses the nationally negotiated pay spine(s) (i.e. a defined list of salary points) as the basis for its main local pay structure. These pay spines are used to determine the salaries of the large majority of the Council’s non-teaching workforce. Rates of pay are subject to an annual pay award applied from the 1<sup>st</sup> April. The pay award due to be applied from 1<sup>st</sup> April 2023 is not yet agreed. Subject to approval of this Statement, the pay structure for

2023/24 is attached at Appendix 1. This will be updated to reflect the relevant national pay award for 2023/24 as and when it is agreed.

- 3.2 The Council has been formally accredited by the Real Living Wage Foundation as a Real Living Wage employer. The Real Living Wage rate as of 1 April 2022 was £9.90 and the Council's pay structure included a number of non-consolidated supplements paid at Spinal Column Points 1 to 5 to both apply the Real Living Wage rate of pay and maintain appropriate differentials to other pay points. Following agreement of the 2022/23 Pay Award, the lowest spinal column point rose to £10.50 well above the £9.90 and the non-consolidated supplements were removed. The Real Living Wage rose to £10.90 on 22<sup>nd</sup> September 2022 and the Council has until 14th May 2023 to implement this. To maintain its commitment to the Real Living Wage, non-consolidated supplements will be reintroduced with effect from 1<sup>st</sup> April 2023 and paid on spinal column points 2-4. Once the 2023/24 Pay Award is agreed and implemented the level of non-consolidated supplements will reduce so that, as a minimum, the overall level of hourly pay is retained.
- 3.3 The pay and terms and conditions of employment of the Council's workforce are largely determined by the following negotiating bodies in accordance with the agreed collective bargaining machinery:
- National Joint Council (NJC) for Local Government Services;
  - The Soulbury Committee, (*educational advisers/inspectors, other school improvement professionals, educational psychologists*)
  - Joint Negotiating Committee (JNC) for Local Authority Craft and Associated Employees;
  - Joint Negotiating Committee for Youth and Community Workers;
  - Joint Negotiating Committee (JNC) for Chief Officers
  - Joint Negotiating Committee (JNC) for Chief Executives
- 3.4 The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spines.
- 3.5 The pay of those employees whose terms and conditions fall within the purview of the Joint Negotiating Committee for Chief Executive's and the Joint Negotiating Committee for Chief Officers are also determined by reference to Joint Secretarial advice issued by the JNC for Chief Officers of Local Authorities in 2002. The Joint Secretarial advice recommended the establishment of local salary structures as a result of a move from benchmark to median salaries, identified through the annual salary and numbers survey conducted by the Local Government Employers' Organisation.
- 3.6 All other pay related allowances are the subject of either nationally or locally negotiated rates.
- 3.7 The Council is committed to the principles of equal pay for all its employees, and to ensuring that there is consistency and fairness in the approach to starting salaries and has guidance for managers in this area. All new appointments (whether new recruits to the Council or an internal candidate) will ordinarily

commence at the minimum spinal column point (SCP) of the relevant grade. Appointments will not be made higher up the grade in order to preserve salary, although pay protection arrangements are available in relevant situations.

- 3.8 In exceptional circumstances and following the completion and documentation by the senior recruiting manager of an equal pay risk assessment comparing the skills, qualifications and experience of the appointee, other generic post holders and the rest of the team, an appointment may be made with a starting salary higher than the minimum point. In these exceptional circumstances where the appointment salary is above the minimum point of the pay scale and is not affected by other council policies, for example redeployment or flexible retirement, this is approved by the Executive Director and Director of People and Inclusion.
- 3.9 From time to time it may be necessary to take account of the external pay levels in the labour market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the local government sector and outside, as appropriate. Any temporary supplement to the salary scale for the grade is approved in accordance with the Council's Market Supplement Policy.
- 3.10 The Council has a number of salary sacrifice schemes in place. These include the cycle to work scheme, the AVC scheme and the car lease scheme. These schemes and their operation are regulated by Her Majesty's Customs and Excise and there are strict rules around the management of the schemes. The schemes permit employees to "sacrifice" part of their salary in exchange for a benefit; this means that Tax and National Insurance are not paid on the amount sacrificed effectively reducing the cost of the benefit to the employee. These schemes are open to all employees at the Council with the proviso that their salary exceeds the National Minimum Wage after the deduction. In addition to these schemes the Council has a number of other employee benefits.

#### **4.0 CHIEF OFFICER REMUNERATION**

- 4.1 For the purposes of this statement, chief officers are as defined within the Localism Act; i.e.
- i. The head of the paid service designated under section 4(1) of the [Local Government and Housing Act 1989](#);
  - ii. The monitoring officer designated under section 5(1) of that Act;
  - iii. A statutory chief officer mentioned in section 2(6) of that Act;
  - iv. A non-statutory chief officer mentioned in section 2(7) of that Act;
  - v. A deputy chief officer mentioned in section 2(8) of that Act.
- 4.2 The Council's pay structure in relation to these posts is appended below and details of the Council's current Chief Officer Structure and pay rates are [published on the Council's website](#). Rates of pay are subject to an annual pay award applied from the 1<sup>st</sup> April (The pay scales appended take into account the

pay award for 2022-23 but not the award for 2023-24, which has not yet been agreed).

- 4.3 When establishing or reviewing the senior management salary structure the Council uses an analytical job evaluation scheme to determine grades. The broad advice issued by the Joint Negotiating Committees for Chief Executives and Chief Officers, on the establishment of a local salary structure based on median salary levels as identified through the annual salary survey is taken into account. This advice states that when deciding at what level these posts should be remunerated the following factors are to be considered:
- a. The Authority's policy in respect of the pay of its JNC officers and any relationship to the median salary levels for similar Authorities;
  - b. The chief executive's salary;
  - c. The relationship of current salary to the appropriate illustrative national median salary (salaries may be above, around, or below the median);
  - d. Any special market considerations;
  - e. Any substantial local factors not common to authorities of similar type and size, e.g. London weighting;
  - f. Comparative information to be supplied on request by the Joint Secretaries on salaries in other similar authorities;
  - g. Top management structures and the size of the management team compared to those of other authorities of similar type and size, and;
  - h. The relative job size of each post, as objectively assessed through job evaluation or otherwise.
- 4.4 Changes to the establishment are approved by the Cabinet Member for HR and Corporate Affairs. The establishment of Chief Officer and Deputy Chief Officer posts are subject to approval by the Employment Panel.
- 4.5 The establishment of posts with salary levels at £100K or greater are ultimately subject to approval by full Council in accordance with the Localism Act (2011). This requirement only applies to new positions established and not to the filling of existing roles on the Council's establishment.
- 4.6 Where the Council is unable to recruit chief officers, or there is a need for interim support to provide cover for a substantive chief officer post, the Council will, where necessary, consider engaging individuals under a 'contract for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money. In assessing such, it should be noted that in respect of such engagements the Council is not required to make either pension or national insurance contributions for such individuals who fall outside of the IR35 Regulations and might be considered as self employed by the HMRC.

## **5.0 RECRUITMENT OF CHIEF OFFICERS**

- 5.1 The Council's policy and procedures with regard to recruitment of Chief Officers are set out as Guidance for the Recruitment of Chief Officers, which is within the overall framework of the existing recruitment and selection policy.
- 5.2 Accordingly the recruitment of Chief Officers is delegated to the Employment Panel whose functions include:
- The shortlisting and appointment of Chief Officers and Deputy Chief Officers (as defined by the Local Government and Housing Act 1989). The confirmation of appointment of all Chief Officers (with the exception of the Chief Executive/Head of Paid Service) is carried out in accordance with the [Council Constitution](#) – Officer Employment Procedure Rules and [The Local Authorities \(Standing Order\) \(England\) Regulations 2001](#).
  - The shortlisting and appointment of the Chief Executive / Head of Paid Service is carried out in accordance with the [Council Constitution](#) for submission to the Council.
- 5.3 When recruiting to all posts the Council will take full and proper account of all provisions of relevant employment law and its own Equality, Recruitment and Selection and Redeployment Policies.
- 5.4 The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

## **6.0 ADDITIONS TO SALARY OF CHIEF OFFICERS**

- 6.1 The level of chief officer remuneration is not variable dependent upon the achievement of defined targets.
- 6.2 To meet specific operational requirements it may be necessary for an individual to temporarily take on additional duties to their identified role. The Council's arrangements for authorising any additional remuneration [e.g. honoraria, ex gratia, 'acting up' payments] relating to temporary additional duties are set out in the [Council's Constitution](#) and supplementary conditions of service.
- 6.3 The Chief Executive (Head of Paid Service), also carries out the duties of the Returning Officer in accordance with the Representation of The People Act 1983. The duties of the Returning Officer are separate from the duties undertaken as a local government officer; the office of Returning Officer is totally distinct from the office of Chief Executive and Head of Paid Service.
- 6.3.1 Payments due to the post holder in respect of the conduct of local municipal elections are consolidated within the salary.
- 6.3.2 Payments in respect of the conduct of National Government Elections, European Elections and any National Referenda are paid in addition to salary. These payments are pensionable and subject to deductions for tax and National Insurance.

- 6.4 Set out in the table below are details of other elements of 'additional pay' currently payable to Chief Officers (as defined by the Local Government and Housing Act 1989) which are chargeable to UK Income Tax and do not solely constitute reimbursement of expenses incurred in the fulfillment of their duties;

<b>Payment details</b>	<b>Paid to</b>
Fees paid for returning officer duties where identified and paid separately (see 6.3.2)	Chief Executive
Salary supplements payable for fulfilling statutory officer duties (e.g. S151 / Monitoring Officer) where identified and paid separately	None payable
Salary supplements payable for statutory duties carried out by The Director of Public Health where identified and paid separately	None payable
Market forces supplements in addition to basic salary where identified and paid separately	Non payable
Priority Car User Allowance Lump Sums	None payable
Salary supplements or additional payments for undertaking additional responsibilities e.g. shared service provision with another local authority or in respect of joint bodies, where identified and paid separately	None payable
Any arrangements for payment of untaken annual leave falling outside the requirements of relevant legislation	None payable

## **7.0 PENSION CONTRIBUTIONS**

- 7.1 Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee.
- 7.2 The Employer's rate of contribution is set by Actuaries advising the Greater Manchester Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The triennial valuation covers the period 1 April 2023 to 31 March 2026 following which the rate will be set for a further 3 years. The employer's contribution rate from 1<sup>st</sup> April 2023 is 18.30%.
- 7.3 Pension contributions are based on actual [pensionable pay and](#) there are 9 different contribution banding rates between 2.75% and 6.25%. The bandings as at 1<sup>st</sup> April 2023 are:

## Contribution Pay Bands 2023/2024

Pensionable Pay for an Employment	Main section Gross Contribution	50/50 section Gross Contribution
£0 - £16,500	5.5%	2.75%
£16,501 - £25,900	5.8%	2.90%
£25,901 - £42,100	6.5%	3.25%
£42,101 - £53,300	6.8%	3.40%
£53,301 - £74,700	8.5%	4.25%
£74,701 - £105,900	9.9%	4.95%
£105,901 - £124,800	10.5%	5.25%
£124,801 - £187,200	11.4%	5.70%
£187,201 or more	12.5%	6.25%

### 8.0 PAYMENTS ON TERMINATION

- 8.1 The Council's approach to statutory and discretionary payments on termination of employment of chief officers, prior to reaching normal retirement age, is in accordance with [The Local Government Pension Scheme Regulations 2013](#), Regulations 5 and 6 of the [Local Government \(Early Termination of Employment\) \(Discretionary Compensation\) Regulations 2006](#) and the [Statutory Guidance on the making and disclosure of Special Severance Payments \(SSP's\) by Local Authorities in England](#), published on 12<sup>th</sup> May 2022.
- 8.2 Any payments made will be in accordance with relevant employment legislation and the criteria set by the appropriate pension scheme (normally the Local Government Pension Scheme). Decisions will be made in line with the arrangements set out in the Council constitution.
- 8.3 Following the introduction of the Statutory Guidance on the making and disclosure of Special Severance Payments (SSP's) by Local Authorities in England, a new section around Special Severance Payments (SSP's) has been added to the Officer Employment Procedure Rules outlining the revised arrangements for the approval of SSP's:
- 8.3.1 Any payments made in relation to the termination of employment which are in excess of £100k continue to require approval by full Council.
- 8.3.2 All payments of £20k and over in value, upto £100k, require approval from the Monitoring Officer, Section 151 Officer, Chief Executive and Leader, in Consultation with the Chair of Overview and Scrutiny.
- 8.3.3 Any payments under £20k can be approved by the Monitoring Officer.



8.3.4 Where the proposed payment is to the Head of Paid Service, to avoid a conflict of interest, the Employment Panel will oversee this and will appoint an independent panel comprising of 3 independent people (or at least 2) to approve the payment to the Chief Executive. The Independent Panel will make recommendations to the Employment Panel and the decision will then go to Council for approval.

8.4 All payments will only be agreed in accordance with the [Statutory Guidance on the making and disclosure of Special Severance Payments \(SSP's\) by Local Authorities in England](#).

## **9.0 LOWEST PAID EMPLOYEES**

9.1 The lowest paid persons employed under a contract of employment with the Council are employed on full time [37 hours per week] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure.

9.2 The National Living Wage for people 23 and over is currently £9.50 per hour and will rise to £10.42 per hour with effect from 1<sup>st</sup> April 2023. The Real Living Wage rose to £10.90 per hour in September 2022 and the Council's Real Living Wage supplements will be reintroduced to reflect this from 1<sup>st</sup> April 2023 making our lowest pay rate with effect from 1<sup>st</sup> April 2023, including this supplement for the Real Living Wage £10.90 (£21,029).

9.3 The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.

## **10.0 PAY MULTIPLE**

10.1 The current pay levels (as at January 2023) within the Council define the multiple between:

- The median (the halfway point between the lowest and highest earner) full time equivalent (FTE) earnings for the whole of the workforce and the Chief Executive (top of pay spine) as 1:7.14. The difference in pay is lower than last years reported figure of 1:7.73.
- The lowest paid earner full time equivalent (FTE) and the Chief Executive (top of pay spine) as 1:10.46. The difference in pay is lower than last years reported figure of 1:10:50.

10.2 The pay multiple has been calculated in accordance with the LGA Local Transparency Guidance. Data relates to the 1<sup>st</sup> January 2022 – 31<sup>st</sup> December 2022.

10.3 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate. In addition, upon the annual review of this statement, the Council will also monitor any changes in the relevant 'pay multiple' and benchmark against other comparable local Authorities.

## 11.0 GENDER PAY GAP

11.1 The Council is required to take a 'snapshot of data' as at the 31 March 2022 and analyse this to calculate our gender pay gap. We are required to publish the data on the Council website (to remain for at least 3 years) and also on a government site, by 31<sup>st</sup> March 2023 at the latest. The Gender Pay Gap is published annually.

11.2 The gender pay gap reporting measures are:

- Mean gender pay gap - The difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median gender pay gap - The difference between the median (mid-point) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Mean bonus gap - The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- Median bonus gap - The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- Bonus proportions - The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- Quartile pay bands - The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

11.3 The Council's Gender Pay Gap for 2021-2022 compared with 2020-2021 is shown below:

Women's Hourly Rate:

	<b>Mean</b>	<b>Median</b>
2020/21	3.71% Lower	2.02% Lower
2021/22	3.26% Lower	2.41% Lower

11.4 Bury Council does not pay any bonuses.

11.5 Quartile Pay Bands:

The following information shows the percentage of male employees and female in each quarter of the payroll for 2020-2021 and 2021-2022:

	2020-2021		2021-2022	
	% Of Men	% Of Women	% Of Men	% Of Women
<b>Top</b>	31.36%	68.64%	30.98%	69.02%
<b>Upper Middle</b>	31.30%	68.70%	34.36%	65.64%
<b>Lower Middle</b>	42.47%	57.53%	37.80%	62.20%
<b>Lower</b>	17.60%	82.40%	17.35%	82.65%

#### 11.5 Comparison summary:

11.5.1 The Council has reduced its **mean gender pay gap** year-on-year over the last six years, by a total of by 5.5%.

11.5.2 The Council has seen a reduction in the **median pay gap** by 5.3% over the last 6 years. (There was a slight increase in the median pay gap in 2019/20 compared to the previous year and also this year compared to last).

11.5.3 National comparisons of the gender pay gap (Office of National Statistics) show Bury to be performing significantly better than regional and national comparators:

Region	% Gender Pay Gap
National	8.3
North West	9.2
Bury	3.3

## 12.0 DISABILITY AND RACE PAY GAPS

12.1 The Council is not legally required to analyse and publish details relating to disability or race pay gaps as is the case for gender. However, as part of our commitment to inclusion and transparency analysis has taken place this year with details included below.

12.2 Using the same 'snapshot of data' as at the 31 March 2022 and method of calculation used for the gender pay gap, we have completed an analysis of the data and used it to calculate our pay gaps for disability and race.

12.3 Our **disability pay gap** (hourly rate of disabled staff compared to non-disabled staff) for 2021-2022 compared with 2020-2021 is:

Hourly rate of disabled employees:

	Mean	Median
2020/21	4.53% Higher	13.27% Higher
2021/22	1.45% Higher	3.07% Higher

12.4 Our race pay gap (hourly rate of non-white staff compared to white staff) for 2021-2022 compared with 2020-2021 is:

Hourly rate of non-white staff:

	Mean	Median
2020/21	6.41% Lower	0.00%
2021/22	4.57% Lower	2.00% Higher

### 12.5 Comparison summary

12.5.1 The above information shows the Council has a positive disability pay gap (i.e. disabled employees are, on average paid more). This gap has narrowed in the past year.

12.5.2 There has also been a reduction in the mean ethnicity pay gap this year, although the median gap has increased.

12.5.2 The high levels of unknown data for ethnicity and disability will have an effect on the accuracy of the above information and should be kept in mind.

12.6 National comparisons of the mean disability and ethnicity pay gaps (Office of National Statistics) shows Bury to be in a significantly more positive position than regional and national comparators for disability. Whilst the gap in relation to ethnicity is better than the regional average it is significantly greater than the nationally reported gap.

Region	% Disability Pay Gap	% Ethnicity Pay Gap
National	13.8	2.3
North West	13.4	5.4
Bury	+1.45	4.57

### 13.0 PROGRESS TO DATE AND FUTURE ACTIONS

13.1 Over the past 12 months The Council has implemented several changes and initiatives that support all staff across characteristics and promote diversity and development within the workforce which, in turn, will support us in reducing our pay gaps. This work includes:

- Further development of the Live Better Feel Better campaign, as part of an agreed package of cost-of-living support and an anti-poverty strategy for Bury. The Council is providing help to support the financial wellbeing of employees including financial planning and advice, urgent financial help, emotional and physical wellbeing support.
- Introduced an apprenticeship strategy that sees apprentices recruited on a permanent contract with a clear career pathway. The apprenticeship strategy also extended the real living wage to include apprentices, this included uplifting all the apprentices on the old apprenticeship pay scale.
- The recruitment to a new post of Equality, Diversity and Inclusion Manager and an Inclusive Public Services Project Manager, and the development of a Cross Organisation Mutual Mentoring programme that has a focus on race and disability. The programme brings people with lived experiences together with senior leaders/managers, for there to be an exchange of knowledge which could lead to career progression of the public service workforce within these protected characteristics and address the underrepresentation at more senior levels.
- Introduced a leadership development offer that reflects our commitment to supporting staff development and progression. The offer includes a core management development programme for all managers and added a bespoke aspiring manager programme to our leadership and management

apprenticeships. As part of the aspiring manager apprenticeship, we are particularly keen to support applications from underrepresented groups especially from those from communities facing racial inequality.

- Agreement to a new Recruitment and Selection policy which has an increased emphasis on inclusion within the recruitment process, including support for a wider approach to inclusive advertising and selection methods.

13.2 We are committed to continuing to introduce measures to reduce our pay gap further over the next 12 months and will be continuing to build on the work noted above as well as progressing a number of further activities:

- As part of the pay award, increasing the pay of our lowest paid staff so that our minimum pay point is Grade 3 from April 2023.
- Work to streamline our recruitment processes and improve the way we promote vacancies in Bury, and remove potential barriers to employment for example through CV applications and working interviews.
- Development and implementation of projects that recognises and supports rising stars from communities facing racial inequality and disabled employees, with the aim of increasing the representation of these groups at senior level.
- Robust workforce planning that identifies areas of growth and develop targeted and demand lead approach to upskilling staff and creating defined career pathways.
- Strengthen our approach to reasonable adjustments with the introduction of a new let's work well passport.

## **14.0 ACCOUNTABILITY AND DECISION MAKING**

14.1 In accordance with the Constitution of the Council, the Employment Panel is responsible for being a consultee on all terms and conditions including policies, and for the recruitment selection and appointment of Chief Officers; (see Section 5.0 above).

## **15.0 RE-EMPLOYMENT / RE-ENGAGEMENT OF FORMER CHIEF OFFICERS**

15.1 The Council's policy with regard to the re-employment/re-engagement of former employees (including Chief Officers) was approved by the Executive Committee on 20<sup>th</sup> October 1999.

15.2 As a general principle the Council is opposed to re-employing retired employees. However in exceptional circumstances, where it is considered necessary to re-employ or re-engage a former employee who is in receipt of a pension from the Local Government Pension Scheme:

- (a) There should be clear evidence that the work cannot be undertaken by someone else, either internal, external or through agency staff;

(b) If the individual is engaged under the terms of a contract for services and claims to be self-employed or a consultant the Executive Director of Finance must be satisfied that they meet the criteria laid down by HMRC;

(c) A former employee should not be re-engaged unless agreement has been given by the Cabinet Member for HR and Corporate Affairs.

15.3 The proposal to require high earners to repay exit payments if they return to the public sector has previously been consulted on but there has been no further indication of if and when this proposal will be implemented.

## **16.0 PUBLICATION**

This statement will be published on the Council's Website under our Local Government Transparency Section.

## Appendix 1 – NJC Pay Scale

The salary scales below reflect the pay rates with effect from 1 April 2022 and the additional non-consolidated supplements to be applied from 1 April 2023. The pay scale will be revised to reflect the 2023/24 NJC Pay Award once agreed

SCP	Grade	Annual Salary 010422	Hourly rate 010422	RLW Supplement wef 010423	*Revised Rate Inclusive of Real Living Wage Supplement wef 010423	
					Value	Hourly Rate
NOT IN USE	Grade 1/2					
2*	Grade 3	£20,441	£10.60	£0.30	£21,029	£10.90
3*	Grade 4	£20,812	£10.79	£0.21	£21,222	£11.00
4*	Grade 5	£21,189	£10.98	£0.12	£21,415	£11.10
5*		£21,575	£11.18			
6	Grade 6	£21,968	£11.39			
7	Grade 7	£22,369	£11.59			
8		£22,777	£11.81			
9		£23,194	£12.02			
NOT IN USE						
11		£24,054	£12.47			
12	Grade 8	£24,496	£12.70			
NOT IN USE						
14		£25,409	£13.17			
15		£25,878	£13.41			
NOT IN USE						
17		£26,845	£13.91			
18	Grade 9	£27,344	£14.17			
19		£27,852	£14.44			
20		£28,371	£14.71			
NOT IN USE						
22		£29,439	£15.26			
23		£30,151	£15.63			
24	Grade 10	£31,099	£16.12			
25		£32,020	£16.60			
26		£32,909	£17.06			
27		£33,820	£17.53			
28		Grade 11	£34,723	£18.00		
29	£35,411		£18.35			
30	£36,298		£18.81			
31	Grade 12	£37,261	£19.31			
32		£38,296	£19.85			
33		£39,493	£20.47			
34	Grade 13	£40,478	£20.98			
35		£41,496	£21.51			
36		£42,503	£22.03			
37	Grade 14	£43,516	£22.56			
38		£44,539	£23.09			



SCP	Grade	Annual Salary 010422	Hourly rate 010422	RLW Supplement wef 010423	*Revised Rate Inclusive of Real Living Wage Supplement wef 010423	
					Value	Hourly Rate
39	Grade 15	£45,495	£23.58			
40		£46,549	£24.13			
41	Grade 16	£47,573	£24.66			
42		£48,587	£25.18			
43	Grade 17	£49,590	£25.70			
44		£50,600	£26.23			
45	SM1	£51,621	£26.76			
46		£52,665	£27.30			
47		£53,587	£27.78			
48	SM2	£54,586	£28.29			
49		£55,588	£28.81			
50		£57,557	£29.83			

## Appendix 2 – Chief Officer Pay Scales

The salary scales below reflect the pay rates with effect from 1 April 2022. The pay scale will be revised to reflect the 2023/24 NJC Pay Award once agreed

	SCP	Salary 010421	Salary 010422
Chief Executive	861	189,883	191,808
	860	186,326	188,251
	859	182,770	184,695
Deputy Chief Executive	854	151,087	153,012
	853	147,987	149,912
	852	144,901	146,826
	851	140,698	142,623
	850	138,388	140,313
Band H	846	132,439	134,364
	845	129,052	130,977
	844	126,406	128,331
	843	123,356	125,281
	842	121,145	123,070
Band G	840	117,495	119,420
	839	115,193	117,118
	838	112,881	114,806
	837	110,576	112,501
	836	108,270	110,195
Band F	835	106,902	108,827
	834	104,708	106,633
	833	102,550	104,475
	832	100,435	102,360
	831	98,333	100,258
Band E	830	96,235	98,160
	829	94,127	96,052
	828	92,093	94,018
	827	90,058	91,983
	826	88,029	89,954
Band D	825	85,990	87,915
	824	83,958	85,883
	823	82,100	84,025
	822	80,599	82,524
	821	79,104	81,029

Band C	820	77,623	79,548
	819	76,121	78,046
	818	74,632	76,557
	817	73,141	75,066
	816	71,659	73,584
Band B	815	70,171	72,096
	814	68,670	70,595
	813	67,278	69,203
	812	65,868	67,793
	811	64,465	66,390
Band A	810	63,063	64,988
	809	61,661	63,586
	808	60,273	62,198
	807	58,866	60,791
	806	57,460	59,385