

STOCKPORT COUNCIL

REPORT TO CABINET– SUMMARY SHEET

Subject: Annual Pay Policy Statement 2022/23

Report to Cabinet

Date: 15 Mar 2022

Report of: (a) Cabinet Member for Resource, Commissioning & Governance

Key Decision: (b) Yes

Forward Plan

General Exception

☒

Special Urgency

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(Mark with a Y
if applicable)

Summary:

- 1.1 This Pay Policy Statement (the 'statement') sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. The statement also has due regard for the associated statutory guidance including supplementary guidance issued in February 2013 and the Local Government Transparency code 2014. The statement also incorporates the Council's Gender Pay Gap (GPG) information as the Council is now required to publish this on an annual basis under the GPG reporting requirements.
- 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 confirming 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 responsibility of the Appointments Committee to ensure the provisions set out in this statement relating to the Chief Executive, Deputy Chief Executive, Corporate Directors and Service Directors are applied consistently throughout the Council and recommend any amendments to the Council.
- 1.3 Once approved by the full Council, this policy statement will come into effect from the following April and will be subject to review on a minimum of an annual basis, the policy for the next financial year being approved by 31 March each year.

Comments/Views of the Cabinet Member: (c)

I'm pleased to set out our pay policy. The policy also includes the Council gender pay gap figures for 2021 which I am delighted to inform Council shows that for the first time in Stockport the median hourly rate is higher for the female workforce.

The report also sets out the decision to apply for formal accreditation as a living wage employer to the Living Wage Foundation and we are working to complete this accreditation as soon as possible.

Recommendation(s) of Cabinet Member: (d)

- 1.1 Cabinet are asked to approve the Pay Policy Statement for the Council prior to its adoption at the Full Council on the 31st March 2022.
- 1.2 Cabinet are asked to agree to the publishing of the Council's Gender Pay Gap information.

Relevant Scrutiny Committee (if decision called in):
Corporate, Resource Management & Governance

Background Papers (if report for publication): **(f)**

There are none.

Contact person for accessing
background papers and discussing the report

Officer: Jennie Neill
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'Urgent Business': (g)

Yes/ No (Please circle)

Certification (if applicable)

This report should be considered as 'urgent business' and the decision exempted from 'call-in' for the following reason(s):

The written consent of Councillor _____ and the Chief Executive/Monitoring Officer/ Borough Treasurer for the decision to be treated as 'urgent business' was obtained on /will be obtained before the decision is implemented.
