

Report to: CAB

Date of Meeting: 30th January 2022

Report Title: Pay Policy Statement 2023/24

Report By: Jane Hartnell – Managing Director

Purpose of Report

The purpose of the report is for approval of the Pay Policy Statement for 2023/2024, as required by the Localism Act 2011.

Recommendation(s)

1. Recommendation of the pay policy statement to full council for approval

Reasons for Recommendations

The Localism Act 2011 requires Hastings Borough Council to prepare and publish an annual pay policy statement. The purpose of such a statement is to provide information about Council policies on a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees. A Pay Policy must be prepared for each financial year and must be approved by Full Council, and published

Introduction

1. The Localism Act 2011 requires Hastings Borough Council to prepare and publish a pay policy statement for each financial year.
2. The attached statement (Appendix 1) sets out the key policy principles that underpin the Council's requirements to provide accountability under the Localism Act. It takes into account and has due regard to guidance issued by the Department of Communities and Local Government.
3. The majority of the statement reflects current policy, practice and procedures adopted by the Council and it is cross referenced to other documents including the Council's severance scheme and transparency requirements.

Timetable of Next Steps

4. Please include a list of key actions and the scheduled dates for these:

Action	Key milestone	Due date (provisional)	Responsible
CAP	CAP	17 th January 2023	Verna Connolly
Cabinet	Cabinet	30 th January 2023	Verna Connolly
Full Council	Full Council	8 th February 2023	Verna Connolly
Publish on HBC website	Published	1 st April 2023	Verna Connolly

Wards Affected

Insert the list of wards affected:
N/A

Implications

Relevant project tools applied? No

Have you checked this report for plain English and readability? Yes

Climate change implications considered? Yes

Please identify if this report contains any implications for the following:

Equalities and Community Cohesiveness	Yes
Crime and Fear of Crime (Section 17)	No
Risk Management	No
Environmental Issues	No
Economic/Financial Implications	Yes
Human Rights Act	No
Organisational Consequences	Yes
Local People's Views	No
Anti-Poverty	No

Additional Information

Appendix 1 – Pay Policy Statement 2023/2024

Officer to Contact

Officer Name	Verna Connolly
Officer Email Address	vconnolly@hastings.gov.uk
Officer Telephone Number	01424 451707
