

Full Council

12 March 2024



Report of: Human Resources Committee

Title: The Council's Pay Policy Statement for 2024/25

Ward: City Wide

Recommendation

That Full Council adopts the Pay Policy Statement for 2024/25 to take effect from 1 April 2024.

Summary

The purpose of the report is to consider the Pay Policy Statement for 2024/25.

The significant issues in the report are:

- The Localism Act 2011 requires local authorities to agree and publish a pay policy statement annually before the start of the financial year to which the statement relates.



Policy

1. The Localism Act 2011 requires local authorities (the Full Council) to agree and publish a pay policy statement annually before the start of the financial year to which the statement relates. It is recommended to Full Council by the Human Resources Committee.

Consultation

2. **Internal**
The Mayor/Deputy Mayor.
3. **External**
None required.

Context

4. The Pay Policy Statement explains the Council pay policies for its highest and lowest-paid employees. It is written and published in accordance with the Localism Act 2011 and guidance issued by the Secretary of State.
5. The Statement has been generally updated but no changes of significance have been made since the 2023/24 version. Further information has been added relating to the use of interims.
6. Full Council at its meeting of 17 March 2022 approved the following addition to the Pay Policy Statement for 2022/23: *“The Council’s policy is that the pay of the highest paid employee should be no more than 10 times that of the lowest full time equivalent paid employee.”* This clause is reviewed by the Human Resources Committee annually.

Proposal

7. That Full Council adopts the Pay Policy Statement for 2024/25 to take effect from 1 April 2024.

Other Options Considered

8. None.

Risk Assessment

9. None.

Public Sector Equality Duties

- 10a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
 - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under

the Equality Act 2010.

- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 10b) An Equality Impact Assessment has not been completed as no significant change to policy is proposed by this report.

Legal and Resource Implications

Legal

“The Pay Policy Statement 2024/5 fulfils the legal requirement placed on the Council by s.38(1) of the Localism Act 2011 to produce an annual pay policy statement.”
Husinara Jones, Solicitor/Team Manager, 29 February 2024

Financial

(a) Revenue

“The Pay Policy Statement is cognisant of the organisational context and the constraints of the 2024/25 budget and the Council’s forthcoming Workforce Strategy will need to be delivered within the budget as agreed by the council. The policy statement sets out the direction of travel in relation to pay for Bristol’s officers for the year ahead and has no financial implications for the revenue and capital budgets.

The policy needs to have regard to Section 40 of the Localism Act 2011 and the supplementary guidance on openness and accountability. The Statement of Accounts will provide the retrospective assurance that this policy, including the interim rates, has been adhered to.”
Denise Murray (Director Finance), 26 February 2024

(b) Capital

Not applicable

Land

Not applicable.

Personnel

“There are no HR implications of the recommendation.”

James Brereton (Head of Human Resources), 17 February 2024

Appendices:

A – Proposed Pay Policy Statement for 2024/25

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: None.