

## **Report of the Human Resources Committee – for decision**

Chair: Cllr Liz Leyshon – Deputy Leader of Council and Executive Member for Resources Division and Local Member: All

Lead Officer: Chris Squire - HR & OD Director

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### **Summary**

**1.1** The decision report covers the meeting of the Committee on 21 February 2023 which considered the proposed Pay Policy Statement (PPS) for the new Somerset Council for 2023/24.

**1.2** Officers prepared a draft 2023/24 Pay Policy Statement (PPS), attached as Appendix A, which the Human Resources Committee considered and recommend to Full Council for its approval.

**1.3** We highlight to Council that in-year amendments will be required to review changes as a result of implementing the new Council structure and pay data, including pay for those on Green Book terms and conditions, given that negotiations have not yet concluded for the 2023/24 pay award.

**1.4** The Human Resources Committee forms a key part of the Council's constitutional arrangements which underpin the aims and delivery of the Somerset County Plan. The Committee exercises delegated authority from the Council in respect of the approval of the Council's Human Resources policies. However, legislation requires the Pay Policy Statement (PPS) itself to be approved by Full Council.

### **Recommendations**

**The Human Resources Committee agreed to recommend the Council:**

**To approve the Pay Policy Statement (PPS) for the Somerset Council for 2023-24 (attached as Appendix A to this report).**

The Committee discussed the key points in the report:

- The proposed amendments to the Pay Policy Statement for 2023/24.
- The PPS will require in-year amendments to complete the Pay Data and Chief Executive Remuneration relative to other Council Employees after 1 April 2023 and when the Green Book pay award is agreed.
- The revised National Living Wage hourly rate of £10.42 from 1 April 2023.
- The lowest Spinal Column Point (SCP) will be removed, from 1 April 2023, in line with the national agreement. (The new lowest national pay point for Green Book staff will be SCP 2, current an hourly rate of £10.60.)
- Somerset Grade 17 and Grade 16 will be merged, as an interim arrangement, in order to implement the nationally agreed removal of the lowest pay point, SCP 1. This will allow more time for negotiations on a wider review of the new Somerset Council's pay and grading structure.
- Proposals for the National Joint Council (NJC) Green Book 2023/24 pay claim from the staff side were presented to the Local Government Association (LGA) at the end of January 2023 and employers are now being consulted before negotiations commence.

To ensure that the Council complies with the statutory requirement to publish a pay policy statement annually. Section 38 (1) of the Localism Act 2011 requires English and Welsh local authorities to produce a PPS for each financial year which must be approved formally by Full Council. Pay Policy Statements can be amended 'in-year' should the need arise but only by Full Council.

As from 1 April 2012, determination of any salary/cost of living progression for the Chief Executive and Senior Leadership Team is undertaken by the Human Resources Committee, subject to an annual review.

Appropriate pay provisions for staff are fundamental to the delivery of the Council's objectives and services as set out in the County Plan. The National Living Wage is a legal requirement and must be adhered to. We already exceed the stated rise and therefore will not need to adjust pay points at the bottom of the pay scale to comply.

#### **4. Background papers**

Agenda and papers for the HR Policy Committee meeting on 21 February 2023.