

<b>REPORT TO:</b>	<b>Appointments Committee 17 February 2022</b>
<b>SUBJECT:</b>	<b>Croydon Pay Policy 2022/23</b>
<b>LEAD OFFICER:</b>	<b>Elaine Jackson - Interim Assistant Chief Executive Dean Shoesmith - Interim Chief People Officer</b>
<b>CABINET MEMBER:</b>	<b>Cllr Callton Young – Cabinet Member for Resources and Financial Givernance</b>
<b>WARDS:</b>	<b>All</b>
<b>COUNCIL PRIORITIES 2020-2024</b>	
<ul style="list-style-type: none"> <li><i>We will live within our means, balance the books and provide value for money for our residents, including the pay for senior managers which has been benchmarked and independently evaluated</i></li> </ul>	
<b>FINANCIAL IMPACT</b>	
The salaries set out with the annual pay policy statement are budgeted for year 2022/23.	
<b>FORWARD PLAN KEY DECISION REFERENCE NO.: Not a Key Decision.</b>	

## 1. RECOMMENDATIONS

The Committee is recommended to consider the annual pay policy statement for 2022/23 and recommend its adoption to Full Council.

## 2. EXECUTIVE SUMMARY

- 2.1 In accordance with paragraph 2.1 (4) of Part 3 (Responsibility for Functions) of the Council's Constitution, the Appointments Committee is responsible for consideration and recommendation to Full Council of the Pay Policy Statement.
- 2.2 The Council aims to ensure that its remuneration packages are fair, equitable and transparent and offer suitable reward for the employment of high quality staff with the necessary skills and experience to deliver high quality services. The annual pay policy report is a requirement of the Localism Act 2011. The report attached, Croydon Annual Pay Policy statement 2022/2023 enables the Council to fulfil this requirement.

### **3. DETAIL**

- 3.1 The detail is attached in the Croydon Pay Policy statement 2022/ 2023 report including detailed appendices relating to pay structure, pay and grading, car allowance and mileage rates, relocation scheme, and the early retirement and redundancy scheme.

### **4. CONSULTATION**

- 4.1 This report is a statement of fact regarding the pay of senior staff in the council. Senior pay is carefully consulted on with lead members.

### **5 PRE-DECISION SCRUTINY**

- 5.1 The report has not been on the Scrutiny Committee agenda

### **6 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS**

- 6.1 All salaries are accounted for in the 2022/23 budget and beyond this there are no financial considerations arising from a report.

### **7. LEGAL CONSIDERATIONS**

- 7.1 The 2022/23 Pay Policy Statement sets out the Council's policy relating to the pay of its workforce (excluding school-based employees) as required under the Localism Act 2011. The Localism Act requires the Council to have considered, approved and published a Pay Policy Statement for each financial year.
- 7.2 Under 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". In accordance with Section 38 of the Localism Act, this Pay Policy Statement sets out the Council's policy for 2022/23 on:
- The remuneration of its senior staff designated Chief Officers
  - The remuneration of its lowest paid employees
  - The relationship between the remuneration of its Chief Officers and the remuneration of staff who are not Chief Officers

### **8. HUMAN RESOURCES IMPACT**

- 8.1 The human resource impacts are included in the main body of the pay policy statement 2022/23

## **9. EQUALITIES IMPACT**

- 9.1 The Council will continue to monitor carefully equalities issues associated with pay, including the pay ratio, gender pay gap, ethnicity pay gap, and disability pay gap. New appointments to senior roles will be reviewed, including the appointment of senior staff by protected characteristics as a key equality performance indicator

## **10. ENVIRONMENT AND CLIMATE CHANGE IMPACT**

- 10.1 No issues arising

## **11. CRIME AND DISORDER REDUCTION IMPACT**

- 11.1 No issues arising

## **12. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION**

- 12.1 The report is for noting and it is a requirement of the Localism Act 2011

## **13. OPTIONS CONSIDERED AND REJECTED**

- 13.1 As this is a requirement of the Localism Act 2011 there are not other options

## **14. DATA PROTECTION IMPLICATIONS**

- 14.1 **WILL THE SUBJECT OF THE REPORT INVOLVE THE PROCESSING OF 'PERSONAL DATA'?**

**NO**

- 14.2 **HAS A DATA PROTECTION IMPACT ASSESSMENT (DPIA) BEEN COMPLETED?**

**NO** - not required for the purposes of this report

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### **CONTACT OFFICER:**

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### **APPENDICES TO THIS REPORT**

Appendix 1 - Croydon Pay Policy Statement 2022/23

## **BACKGROUND PAPERS**

There are no unpublished papers on which this report has been based.