

Birmingham City Council

Report to Cabinet

27 February 2024



Subject: Pay Policy Statement 2023/24

Report of: Katy Fox, Director of People Services

Relevant Cabinet Member: Cllr John Cotton, Leader of the Council

Relevant O &S Chair(s): Cllr Jack Deakin, Finance and Resources Overview and Scrutiny Committee

Report author: Blaine Steede, Head of Total Rewards

Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, add Forward Plan Reference:		
Is the decision eligible for call-in?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :		

1 Executive Summary

- 1.1 This report presents the Pay Policy Statement for the financial year 2023/2024 in line with the requirement of the Localism Act 2011 and Local Government Transparency Code 2014 and requests members to approve it.
- 1.2 The Localism Act 2011 requires the Council to agree a written Pay Policy Statement on an annual basis.
- 1.3 The Act requires the Council to publish specific information relating to the Council's highest and lowest paid employees.
- 1.4 The proposed Pay Policy Statement for 2023/2024 is attached at Appendix 8.1 and meets the requirements of the Localism Act 2011 and associated guidance.

2 Recommendations

- 2.1 It is recommended that Cabinet recommend the Pay Policy Statement 2023/24 to Full Council for approval and publication.

3 Background

- 3.1 The Council is required to adhere to The Localism Act 2011 and the duty to agree a written Pay Policy on an annual basis.
- 3.2 The Pay Policy sets out the ratio of the highest paid employees against the workforce median earnings and principles associated with the payments and remuneration packages of Chief Officers both during and on termination of employment.
- 3.3 Any decisions relating to the pay and remuneration of Chief Officers must comply with the Pay Policy Statement in place at the time for that financial year and whilst the Statement can be amended in year as required, any changes must be subject to the approval of full Council. Failure to do so would be contrary to the Council's Statutory Duty under the Localism Act and would result in legal action being taken against the Council.
- 3.4 Supplementary guidance to The Localism Act - Local Government Transparency Code 2014 dated October 2014 issued by Department of Communities and Local Government sets out the requirements for calculating the pay multiple and further publication of senior salaries which the Council has implemented.

4 Options considered and Recommended Proposal

- 4.1 There are no options associated with the recommendation that the Council agree and approved the proposed Pay Policy Statement,

5 Consultation

- 5.1 There is no formal requirement to consult the community, employees, trade unions or management to implement the Pay Policy Statement.

6 Risk Management

- 6.1 The Council has a legal duty to produce and publish the Pay Policy Statement each financial year. There are risks to the Council in not undertaking this action.

7 Compliance Issues:

7.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

- 7.1.1 Recommended decision is in line with legal obligation to publish a Pay Policy Statement for 2023/24 and in line with principle of transparency.

7.2 Legal Implications

7.2.1 The Council has a legal obligation to publish a pay policy statement for the year 2023/24.

7.3 Financial Implications

7.3.1 There are no financial implications associated with the Pay Policy

7.4 Procurement Implications (if required)

7.4.1 There are no procurement implications associated with the Pay Policy

7.5 Human Resources Implications (if required)

7.5.1 There are no Human Resources implications associated with the Pay Policy

7.6 Public Sector Equality Duty

7.6.1 There are no specific equality considerations associated with the Pay Policy that impact on protected characteristics as detailed in the Equality Act 2010.

8 Appendices

8.1 Pay Policy Statement 2023/24



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9 Background Documents

9.1 (i) [Localism Act 2011](#)

(ii) [Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011 published by the Department for Communities and Local Government: February 2012](#)

(iii) [Improving Local Government Transparency Consultation published by the Department for Communities and Local Government: October 2012](#)

(iv) [Supplementary guidance to The Localism Act requirements \(Openness and accountability in local pay: Guidance under Section 40 of the Localism Act 2011\) dated February 2013 issued by Department of Communities and Local Government](#)