

Birmingham City Council

City Council

23 May 2023



Subject: Pay Policy 2023-2024
Report of: Janie Berry, City Solicitor and Monitoring Officer
Report author: Janie Berry, City Solicitor and Monitoring Officer

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

1 Executive Summary

- 1.1 The Council is required to publish an annual Pay Policy setting out the pay policies and senior officer salaries. The Policy has been updated to reflect the Council's position in response to statutory guidance published in respect of severance payments.

2 Recommendation(s)

- 2.1 Council is invited:
To approve the updated Pay Policy 2023-2024.

3 Background

- 3.1 In accordance with s40 Localism Act 2011, the Council is required to publish an annual Pay Policy to set out its pay policy position and salary details for its senior staff. The Accounts and Audit Regulations 2011, also require the council to publish details of the number of employees who are paid £50,000 and above.
- 3.2 The Pay Policy was last published and approved by Council at Budget Council on 28 February 2023, however the Policy has now been updated to reflect the Council's position in respect of nationally published statutory severance guidance.

4 Options considered and Recommended Proposal

- 4.1 Council can choose not to adopt the Pay Policy, however, to do so would be a breach of the Localism Act 2011.

5 Legal Implications

- 5.1 The legal implications are detailed within the body of this report.

6 Financial Implications

- 6.1 There are no direct financial implications related to this report.

7 Public Sector Equality Duty

- 7.1 To aid transparency, the Council is required to publish its senior officer salaries and pay policy matters on an annual basis.

8 Other Implications

- 8.1 There are no direct other implications arising from this report.

9 Background Papers

- 9.1 Agenda and Minutes of Budget Council held on 28 February 2023.

10 Appendices

- 10.1 Appendix 1 – Pay Policy 2023-2024