

NORTH YORKSHIRE COUNTY COUNCIL

EXECUTIVE

24 January 2023

NYC Pay Policy

Report of the Assistant Chief Executive HR & Business Support

1.0 PURPOSE OF REPORT

- 1.1 This report provides the pay policy for North Yorkshire Council, setting the parameters in which any pay decisions are made throughout the year.
- 1.2 The report also provides the current pay details of Senior Staff in line with transparency requirements of the Localism Act.

2.0 BACKGROUND

- 2.1 The pay policy in previous years has been included as an appendix within budget papers. For the new council the Pay Policy is provided as a document in its own right.
- 2.2 The Localism Act 2011 requires that each authority must publish an annual pay policy statement setting out its approach to a range of matters on pay and reward. There are a number of requirements of the pay policy and the extract below is taken from the Localism Act 2011, section 8. It is the responsibility of local elected members to put in place local arrangements on senior pay and reward that are fair, accountable and deliver best value for taxpayers.

- (1) A relevant authority must prepare a pay policy statement for the financial year 2012-2013 and each subsequent financial year.
- (2) A pay policy statement for a financial year must set out the authority's policies for the financial year relating to—
 - (a) the remuneration of its chief officers,
 - (b) the remuneration of its lowest-paid employees, and
 - (c) the relationship between—
 - (i) the remuneration of its chief officers, and
 - (ii) the remuneration of its employees who are not chief officers.
- (3) The statement must state—
 - (a) the definition of "lowest-paid employees" adopted by the authority for the purposes of the statement, and
 - (b) the authority's reasons for adopting that definition.
- (4) The statement must include the authority's policies relating to—
 - (a) the level and elements of remuneration for each chief officer,
 - (b) remuneration of chief officers on recruitment,
 - (c) increases and additions to remuneration for each chief officer,
 - (d) the use of performance-related pay for chief officers,
 - (e) the use of bonuses for chief officers,
 - (f) the approach to the payment of chief officers on their ceasing to hold office under or to be employed by the authority, and
 - (g) the publication of and access to information relating to remuneration of chief officers.
- (5) A pay policy statement for a financial year may also set out the authority's policies for the

financial year relating to the other terms and conditions applying to the authority's chief officers.

- 2.3 The grading structure has been amended this year following a review of all 8 councils structures to consider the differences and the changing nature of the council resulting from local government reorganisation. Whilst NYCC is the continuing authority, changes in pay terms and conditions have been made as a result of this review, to address the changing nature of the council and also the market pressures causing ongoing staff attraction and retention difficulties.
- 2.4 The pay structure changes made to the pay and grading structure mainly affect front line and professional roles to ensure the Council remains able to attract and retain employees in a difficult recruitment market which has seen a reduction in the numbers in the labour market. These changes, along with changes to terms and conditions, will be applied with effect from 1 April 2023. The adoption of changes have also been considered by the relevant committees during 2022 for minor amendments to the Chief Officer grades in North Yorkshire Council, and by the Head of Paid Service and Management Board, for other Senior Manager grade changes. Details can be found within the pay policy.
- 2.7 Employees in Districts and Borough councils are legally protected by TUPE (Transfer of Undertakings Protection of Employees) Regulations. This legalisation protects their pay, terms and conditions and contractual terms on transfer and beyond. There will be the choice for these employees to move onto NYC terms and conditions, however this is voluntary, and employees may choose to remain on their current pay terms and conditions which will result in staff retaining their existing pay grades, which do not align with the NYC pay grading structure as attached.
- 2.9 In the attached pay policy the senior managers who TUPE across to NYC on their current management pay grade terms and conditions, which differ to those for NYC, are detailed.

3.0 OUTLINE OF THE ISSUE THAT A DECISION IS BEING SOUGHT ON

- 3.1 The pay policy incorporates the decisions of the relevant committees and reflects the national and local agreements with the trade unions recognised for collective bargaining. The Executive are asked to consider the 2023-2024 Pay Policy and recommend to County Council, at their meeting on 22 February 2023, the approval of the Pay Policy for publication.

4.0 CONCLUSION

- 4.1 The Pay Policy is a legal requirement to publish for the council and provides the parameters within which pay decisions are made by Officers and members throughout the year.

5.0 FINANCIAL IMPLICATIONS

- 5.1 The financial implications of the pay policy have been modelled when changes have been proposed and agreed with the Section 151 officer.

6.0 LEGAL IMPLICATIONS

- 6.1 The legal implications arising from the 2023-2024 Pay Policy are covered in the main body of the report.

7.0 CLIMATE CHANGE IMPLICATIONS

7.1 Staff travel arrangements have been considered to encourage greener options to limit climate impact, for example encouraging car sharing through a passenger supplement, a cycle allowance, and by offering an electric or hybrid business lease car scheme for those undertaking high business mileage.

8.0 EQUALITIES IMPLICATIONS

8.1 An equality impact assessment has demonstrated no adverse equality impact. The pay policy applies to all staff across the council equally.

9.0 REASONS FOR RECOMMENDATIONS

9.1 A legal requirement to publish the pay policy as set out in the Localism Act 2011.

11.0 RECOMMENDATIONS

11.1 That the Executive consider the 2023-2024 Pay Policy and recommend to County Council, at their meeting on 22 February 2023, the approval of the Pay Policy for publication.

Justine Brooksbank
Assistant Chief Executive HR & Business Support

12 January 2023