



Open Report on behalf of Andrew Crookham, Executive Director - Resources

Report to:	Pay Policy Sub-Committee
Date:	06 February 2024
Subject:	Pay Policy Statement 2024-25

Summary:

Pay Policy Statement

The Localism Act 2011 requires all local authorities to agree on an annual basis, Pay Policy statements which are compliant with the provisions of the Act, and then subsequently to publish them.

The Sub-Committee is requested to note that the policy has been updated to reflect:

- Page 6 – Pay Multiples. Our pay multiple reduced to 3.67. For the previous four years it was 4.
- Page 9 – Senior Management Pay structure. Salaries updated with national pay award of 3.50% for Chief Executive and Executive Directors effective from 1 April 2023
- Page 9 – Fire and Rescue Service Management Team – salaries updated in line with NJC for Brigade Managers Conditions of Service, effective from 1 January 2023. Award for Chief Fire Officer was 3.5% with other Brigade Managers having a % salary link. Assistant Chief Fire Officer is 75% of the Chief Fire Officer salary.
- Page 10 – Staff pay structure from 1 April 2023 – 24 for those on NJC for Local Government Services conditions of service. Salaries updated with a pay increase of £1,925 per annum on spinal column points 2 – 33 and 3.88% on spinal column points 23 – 48. effective from 1 April 2023.
- Page 12 – Standby Duty Allowance increased with national pay award effective from 1 April 2023.
- Page 12 – Sleeping in Duty Payment increased with national pay award effective from 1 April 2023.

Recommendation(s):

That the Pay Policy Statement attached at Appendix A, be recommended to the Full Council for approval.

1. Background

The requirement for Councils to formally adopt Pay Policy Statements was introduced in the Localism Act 2011, followed by guidance from DCLG. In line with this guidance, it is considered good practice for this sub-committee to consider the Statement before it is presented to Full Council for approval. The Statement itself has been prepared in line with the requirements of the legislation and the best practice put forward in the guidance.

2. Conclusion

The Pay Policy Statement sets out the County Council's policy on pay and conditions for senior managers and employees (excluding operational fire fighters and schools based employees). This ensures that the Council has a fair and transparent approach to these matters.

3. Consultation

a) Risks and Impact Analysis

No risk identified. This update reflects current practice.

4. Appendices

These are listed below and attached at the back of the report	
Appendix A	Pay Policy Statement 2024-25

5. Background Papers

The following background papers as defined in the Local Government Act 1972 were relied upon in the writing of this report.

Document title	Where the document can be viewed
Pay Policy Statement 2024-25	Pay policy statement – Lincolnshire County Council

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