



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

Report to:	<b>Pay Policy Sub-Committee</b>
Date:	<b>26 January 2021</b>
Subject:	<b>Pay Policy Statement 2021-22</b>

**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:

- Section 25 - Pay Multiples
- Appendix A – Senior Manager Pay Structure – from April 2020 and Fire & Rescue Service Management Team salaries
- Appendix B - Salary Structure from 1 April 2020 - 2021 - NJC for local Government Services

**Recommendation(s):**

To recommend the Pay Policy Statement at Appendix A to the full Council.

**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.

**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.

## Consultation

### a) Risks and Impact Analysis

No risk identified. This update reflects current practice.

## Appendices

These are listed below and attached at the back of the report	
Appendix A	Pay Policy Statement 2021- 22

## 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 2021-21	<a href="https://professionals.lincolnshire.gov.uk/directory-record/76/pay-policy-statement">https://professionals.lincolnshire.gov.uk/directory-record/76/pay-policy-statement</a>

This report was written by Vicki Sharpe, who can be contacted on 07766 602455 or [vicki.sharpe@lincolnshire.gov.uk](mailto:vicki.sharpe@lincolnshire.gov.uk).