



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Full Council

20 July 2023

Report of Councillor Rhea Rayside,
Cabinet Member for People and
Communities

Pay Policy Statement (2023/24) Amendment

Report Author

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Purpose of Report

This report details an amendment to the Pay Policy statement regarding the definition of Chief Officers at South Kesteven District Council. The amendment is for clause 3.3 and 5.1 to include Assistant Directors in the definition of Chief Officers at South Kesteven.

Recommendations

That Full Council approves an amendment of the Pay Policy Statement 2023/24 for clause 3.3 and 5.1 to include 'Assistant Directors' in the definition of Chief Officers.

Decision Information

Does the report contain any exempt or confidential information not for publication?	No
What are the relevant corporate priorities?	High performing Council
Which wards are impacted?	All

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 The amendment to the definition of Chief Officers in the Pay Policy will not in itself result in an increased cost to the Council. For the current financial year, there is a nationally agreed pay award for Chief Officers at 3.5%.

Completed by: Richard Wyles, Chief Finance Officer

Legal and Governance

- 1.2 The proposal in this report seeks to align the definition of Chief Officer posts within the Council's Pay Policy Statement with that covered by the Joint Negotiating Committee for Chief Officers of Local Authorities. This includes redesignating Assistant Directors as Chief Officers in the Council's Pay Policy Statement.
- 1.3 Any amendments to the Pay Policy Statement need to be approved by Full Council.

Completed by: Graham Watts, Assistant Director of Governance and Monitoring Officer

2. Background to the Report

- 2.1 The 2023/24 Pay Policy Statement was approved by Full Council on 1st March 2023.

- 2.2 The 2023/24 Pay Policy Statement currently includes the following definition of Chief Officers:

5.1 The Localism Act refers to Chief Officers. The Chief Officers at South Kesteven District Council are the following:

- *The Chief Executive, who is Head of Paid Service, the Section 151 Officer, and the Monitoring Officer (the “Statutory Officers”),*
- *Deputy Chief Executive*
- *Directors*

- 2.3 It is proposed that Full Council approves an amendment to clause 5.1 to include Assistant Directors. The proposed clause would read:

5.1 The Localism Act refers to Chief Officers. The Chief Officers at South Kesteven District Council are the following:

- *The Chief Executive, who is Head of Paid Service, the Section 151 Officer, and the Monitoring Officer (the “Statutory Officers”),*
- *Deputy Chief Executive*
- *Directors*
- *Assistant Directors*

- 2.4 In line with this, the amended pay policy statement would include an update to clause 3.3 which would include Assistant Directors in the category of ‘non-statutory Chief Officers.’

- 2.5 An amended draft of the Pay Policy Statement 2023/24 can be found in Appendix A.

- 2.6 On 5 May 2023, all Councils were notified that agreement had been reached on the 2023 pay award for local authority Chief Officers. The circular, which sets out the details of the agreement, can be found in Appendix B.

- 2.7 This pay award applies to all chief officer posts covered by the JNC Conditions of Service employed by Councils.

- 2.8 South Kesteven District Council does not employ on JNC terms and conditions, instead we have locally determined terms and conditions. However, in agreement with the Trade Union, we align pay awards to the national pay deals.

- 2.9 For authorities who are members of the JNC, Chief Officers within the scope of the national pay award are:

1. *A Chief Officer designated by the employing authority as administrative and executive head*

either 1. Of a separate department

Or 2. Of a particular function or service.

Which in either case is regarded by the authority as important in relation to the total activities of the authority; or

2. *Is designated by the authority as recognised deputy to any chief officer by (1) above including an officer of deputy status but whose post may carry a different title.”*

- 2.10 On behalf of the pay negotiations, it was confirmed for most Councils the Chief Officer award would apply to roles below Chief Executive and above Head of Service. For South Kesteven, this would be Directors, Deputy Chief Executive and Assistant Directors. This is the reason for the proposed amendment.
- 2.11 The national pay negotiations for all other staffing groups is ongoing. The last pay offer made by the National Employers to the Joint Unions was rejected. Negotiations are ongoing and we await further notification when agreement is reached.
- 2.12 Similarly, negotiations of the Chief Executive pay award are ongoing nationally and we await further details of what this will be when agreement is reached.
- 2.13 The Employment Committee considered this proposal at its meeting on 29 June 2023 and recommended that Full Council approves the amendments to the Pay Policy Statement as set out in the report.

3. Key Considerations

- 3.1 The Council has an agreement with the Trade Union to align pay awards to the national pay negotiations in line with other Councils.
- 3.2 To align with the ‘Joint Negotiating Committee for Chief Officers of Local Authorities’, Chief Officers at South Kesteven District Council would include Assistant Directors.

4. Other Options Considered

- 4.1 Not aligning and instead, keeping the current definition of Chief Officers as outlined in the published Pay Policy Statement.

5. Reasons for the Recommendations

- 5.1 Suggested amendment to the definition of Chief Officers aligns with definition in the Localism Act and the group being represented by the Joint Negotiating Committee for Chief Officers.

6. Consultation

- 6.1 Consultation has taken place with South Kesteven's Trade Union representatives and they are in agreement of the approach in line with the local agreement for pay awards.

7. Appendices

- 7.1 Appendix A – Amended draft of the Pay Policy Statement 2023/24

Appendix B – Circular Joint Negotiating Committee for Chief Officers of Local Authorities.