

Employment Committee Report
Ward(s) affected: n/a
Report of Chief Executive (Head of Paid Service)
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Date: 25 March 2022

Directors' Pay Award 2022

Executive Summary

Whilst the pay award for all staff in the salary bands below Director level is agreed each year by the Chief Executive under delegated authority, in consultation with the Leader and Deputy Leader of the Council, separate approval is required from the Council for a pay award to be applied to the Director posts in accordance with the Pay Policy Statement.

The Committee is asked to consider the proposed pay award for directors and make a recommendation to Council on 5 April 2022.

Recommendation to Council (5 April 2022)

That a pay award of 3.75% is approved for the Director posts with effect from 1 April 2022 in accordance with our adopted Pay Policy Statement, following last year's pay freeze.

Reason for Recommendation:

To apply a pay award to our Director posts that is in line with the general staff pay award for 2022-23, following last year's pay freeze and noting the current higher rate of cost-of-living inflation.

Is the report (or part of it) exempt from publication? No

1. Purpose of Report

- 1.1 Under Section 39 of the Localism Act 2011, the Council is required to consider and approve a Pay Policy Statement for the financial year ahead and this was agreed by Council on 9 February 2022 in respect of the statement covering 2022-23. The Pay Policy Statement was therefore approved prior to the pay award being agreed and did not include the level of award for this year. It is proposed that with effect from 2022 the annual pay award date is brought forward from 1 July to 1 April to align it with the financial year and with our ordinary budget-setting cycle.

- 1.2 The pay award for all staff in the salary bands below Director level is agreed each year by the Chief Executive in consultation with the Leader and Deputy Leader of the Council. Separate approval is required from the Council for this pay award to be applied to the Director posts. The pay award does not apply to the Joint Chief Executive, as this is determined by the Joint Appointments Committee.

2. Strategic Priorities

- 2.1 The Council needs to demonstrate that we have effective governance in place to manage the pay and remuneration for our first and second tier officers.

3. Background

- 3.1 The contractual pay award date is currently 1 July each year and is agreed on behalf of the staff through a collective agreement pay negotiation process with the Council's recognised trade union, Unison. This year, the Unison request was for a 5% pay award, which is near the current cost-of-living inflation figure of 4.9% (CPIH, January 2022). The final agreement reached is for a pay increase of 3.75% to apply from April 2022.

- 3.2 If approved, the pay scale and allowances will be as follows:

Director pay scale
£92,083
£94,250
£96,470
£98,739
£101,053
£103,424

Lump Sum Allowance	
With lease car	Without lease car
£1849 pa	£4976 pa

Lease Car Allowance
£5981 pa

4. Equality and Diversity Implications

- 4.1 The Council's duty under section 149 of the Equality Act 2010 is to have due regard to the matters set out in relation to equalities when considering and making decisions. There are no direct equality impacts associated with agreeing the pay award.

5. Financial Implications

- 5.1 The pay award is within the 2022-23 budget approved by Council at its meeting on 9 February 2022.

6. Legal Implications

- 6.1 The requirement to consider an annual pay award is contractual and is set out within the Pay Policy Statement.

7. Human Resource Implications

- 7.1 There are therefore no additional human resource implications to agreeing the pay award.

8. Conclusion

- 8.1 The Council is fulfilling its obligation as set out in the Pay Policy Statement to consider making a pay award to the Directors.

9. Background Papers

Pay Policy Statement 2022-23

10. Appendices

None