



Council name	COTSWOLD DISTRICT COUNCIL
Name and date of Committee	COUNCIL - 20 MARCH 2024
Subject	PAY POLICY STATEMENT
Wards affected	All
Accountable member	Cllr Joe Harris, Leader of the Council Email: joe.harris@cotswold.gov.uk
Accountable officer	Robert Weaver, Chief Executive Email: robert.weaver@cotswold.gov.uk
Report author	John Llewellyn, Business Manager for People Email: john.llewellyn@publicagroup.uk
Summary/Purpose	To consider the Council's Pay Policy Statement for 2024/25.
Annexes	Annex A – Pay Policy Statement
Recommendation(s)	That Full Council resolves to: <ol style="list-style-type: none">1. Approve the Pay Policy Statement for 2024/25.2. Agree that the Pay Policy Statement 2024/25 will be updated and republished to reflect any changes to the senior management structure at that point.
Corporate priorities	<ul style="list-style-type: none">• Deliver the highest standard of service
Key Decision	YES
Exempt	NO
Consultees/ Consultation	Helen Blundell, Interim Head of Legal Services Email helen.blundell@fdean.gov.uk Angela Claridge, Director of Governance & Development (Monitoring Officer) Email angela.claridge@cotswold.gov.uk David Stanley, Deputy Chief Executive Officer CDC Email david.stanley@cotswold.gov.uk



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1. EXECUTIVE SUMMARY

- 1.1 The purpose of the Pay Policy Statement is to clarify the Council's strategic stance on pay in order to provide direction for members and officers making detailed decisions on pay and to provide the residents of the Cotswold district with a clear statement of the principles underpinning decisions on the use of public funds.

2. BACKGROUND

- 2.1 Under section 112 of the Local Government Act 1972, the Council has the power to appoint officers on such reasonable terms and conditions, including remuneration, as the authority thinks fit. This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees.
- 2.2 Once approved by the full Council, the statement will come into immediate effect and will be published by no later than 01 April each year, subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time
- 2.3 The Council has published information on senior pay for a number of years on its website and in its Statement of Accounts. It has also responded openly and in full to Freedom of Information Act requests for such details.

3. PAY POLICY STATEMENT 2024/25

- 3.1 The Local Government Transparency Code 2015 places additional publication requirements on local authorities to publish data on their websites. This includes the requirement either to publish the data on their website or place a link on their website to such data. Additional requirements of the Code include the requirement for local authorities to publish
- A list of responsibilities of senior staff
 - Details of bonuses and "benefits-in-kind" for all employees whose salary exceeds £50,000
 - The pay multiple, defined as the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the authority's workforce.
- 3.2 This information is available on the Council's website and includes reference most Cotswold District Council staff transferred to Publica who now provide services on the council's behalf. A small number of staff continue to be employed by the council
- 3.3 Over the coming 12 months, it is likely that a number of staff will transfer back from Publica to Cotswold District Council following the decision to return the majority of services from



Publica back to Councils. The direction of travel and indicative timetable for the return of services was set out in the Publica Review- Local Partnerships Transition Plan report to Cabinet in March 2024.

- 3.4 Therefore, this Pay Policy Statement should be viewed in the context of the Publica Review outcomes and indicative Transition Plan.
- 3.5 The Pay Policy Statement is set out in Annex A to this report.

4. CONCLUSIONS

4.1 Council will keep the Pay Policy Statement under review informed by the Publica Review Transition Plan. Once adopted, the Pay Policy Statement will be published on the Council's website

4.2 Please note: The Pay Policy Statement allows for transparency and sets out the following elements:

- pay for each of the in scope officers
- remuneration of lowest paid officer
- the pay relationship between the highest paid officers and other officers
- performance related pay and bonuses, termination payments, transparency
- other aspects of remuneration.

Below is a list of those officers covered by the policy statement:

- Chief Executive (Head of Paid Service)
- Deputy Chief Executive (s 151 officer)
- Director- Governance and Development (Monitoring Officer)
- Other officers of the Council.

4.3 Section 5 deals with senior pay.

4.4 The pay differential between the highest paid officer and the median officer is set out in section 10.2 The resultant Multiple is 2.91

5. FINANCIAL IMPLICATIONS

5.1 There are no financial implications arising directly from this report.

6. LEGAL IMPLICATIONS

6.1 There are no legal implications other than those set out elsewhere in this report.



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7. BACKGROUND PAPERS

7.1 None

(END)