

**Meeting: COUNCIL**

Portfolio Area: Resources



**Date: 20 July 2022**

## **ADDENDUM REPORT – PAY POLICY STATEMENT 2022-2023**

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### **1. PURPOSE**

- 1.1 To approve the addition of a recruitment and retention premium for Assistant Directors to the pay policy statement for the financial year 2022/23.
- 1.2 Since the drafting of the original statement, approved by the Council at its 9 March 2022 meeting, a requirement to apply recruitment and retention premium to some Assistant Director roles has arisen due to the changing employment market.

### **2. RECOMMENDATIONS**

- 2.1 That the amended Pay Policy Statement set out in accordance with the Localism Act 2011 and the Local Government Transparency Code 2015, as attached at Appendix 1 to the report, be approved

### **3. BACKGROUND**

- 3.1 A revised pay policy statement has been drafted in response to the need to apply a recruitment and retention premium to some Assistant Director roles due to the changing and increasingly more competitive employment market since the statement was approved in March 2022. The changes to the pay policy statement approved on 9 March 2022 are shown in red in Appendix 1 to this report. For background purposes, Appendix 2 is the report considered by the Council on 9 March 2022.

### **APPENDICES**

Appendix 1 – Revised Pay Policy Statement 2022/23

Appendix 2 – Report to Council: 9 March 2022: Pay Policy Statement 2022/23