



**REPORT of  
DIRECTOR OF RESOURCES**

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to  
**STRATEGY AND RESOURCES COMMITTEE  
28 JANUARY 2021**

**PAY POLICY STATEMENT**

**1. PURPOSE OF THE REPORT**

- 1.1 To meet the statutory requirement to annually seek the Council’s approval of a Pay Policy Statement.

**2. RECOMMENDATION**

To the Council:

That the Pay Policy Statement attached at **APPENDIX 1** to this report be adopted for 2021.

**3. SUMMARY OF KEY ISSUES**

- 3.1 The Localism Act 2011 requires that Councils publish a Pay Policy Statement describing the approach of the authority to the remuneration of the highest (“Chief Officers”) and lowest paid staff. The Pay Policy Statement was originally put in place on 1 April 2012. This has to be annually approved by the elected Members of the Council.
- 3.2 The Ministry for Housing, Communities and Local Government has published formal Guidance in respect of meeting this requirement. This defines a large number of specific issues which must be addressed in the Statement but leaves it to the discretion of each authority as to what their policy is toward these matters.
- 3.3 The Pay Policy Statement has been reviewed and is attached at **APPENDIX 1**. It reflects the current arrangements for pay at Maldon District Council.

**4. CONCLUSION**

- 4.1 To meet the requirements of the Localism Act 2011 the Committee is requested to recommend to the Council the re-adoption of the Pay Policy Statement attached at **APPENDIX 1**.

## 5. IMPACT ON STRATEGIC THEMES

- 5.1 The publication of a Pay Policy Statement aids transparency in line with the corporate goal of “Delivering good quality, cost effective and valued services”.

## 6. IMPLICATIONS

- (i) **Impact on Customers** – None.
- (ii) **Impact on Equalities** – Part of the government rationale for the publication of the Pay Policy Statement is to highlight the relative pay of the highest and lowest paid staff.
- (iii) **Impact on Risk** – None.
- (iv) **Impact on Resources (financial)** – An estimate of the yearly staff pay award increase must be added to the Medium-Term Financial Strategy (MTFS).
- (v) **Impact on Resources (human)** – To administer the requirements of the pay policy.
- (vi) **Impact on the Environment** – None.
- (vii) **Impact on Strengthening Communities** – None.

Background Papers: None.

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