



REPORT OF: Assistant Director, Chief Executives

TO: Finance Council

ON: 27 February 2023

SUBJECT – Pay Policy Statement 2023-2024

1. Purpose of the Report

The purpose of this report is to update the Finance Committee and share information relating to salary payments made to employees in Blackburn with Darwen Borough Council's employment during 2022-2023.

The report also includes details of the Chief Executive and Chief Officers pay scales and the range of salaries across the whole organisation during this period of time. The data was extracted and collated on 31 December 2022.

2. Recommendations

There is a legal requirement for Blackburn with Darwen Borough Council to annually report on information relating to our employees and the recommendation is that Finance Council note this report.

3. Background

The pay terms and conditions referenced within this report include: Green Book, Chief Officers and Chief Executives. The Council is committed to annually reporting on pay ranges for all staff as well as including clear information relating to Chief Officer pay details. By adhering to the aforementioned terms and conditions, the Council demonstrates its commitment to ensuring employees are paid equitably in line with their roles and responsibilities.

5. RATIONALE

All job roles have been subject to a thorough job evaluation process through either Gauge or Hay, likewise any newly created roles undergo evaluation before being assigned against a pay grade. By following this process, there can be assurance that roles are fairly and equitably paid. Failure to follow this process could result in equal pay and or discrimination claims against the Council.

6. POLICY IMPLICATIONS

The policy implications from this report are contained within The Equality Watch Report which was published on 31 January 2023.

7. FINANCIAL IMPLICATIONS

There are two financial implications worth noting in relation to Strategic Directors which are outside of the regular structure and these are as follows:

7.1 The Council currently has an Interim Director of Children's Services who is acting up from their substantive role of Deputy Director. This is a temporary arrangement until the recruitment process has concluded and a permanent person is appointed. The recruitment is well underway and interviews are scheduled to take place during February 2023 for a replacement at Strategic Director Level 1. Once concluded this report will be updated accordingly. This information is correct as at 1 February 2023.

7.2 One of the roles included at Strategic Director Level 2 accounts for the role held by the Strategic Director of Resources whose employment ended with Blackburn with Darwen Borough Council on 31st December 2022. There is no intention to replace this role in a like for like capacity. This information is also correct as at 1 February 2023.

Both arrangements have been reviewed and agreed by members of the Chief Officers Employment Pay Committee in advance of any agreement taking effect.

8. LEGAL IMPLICATIONS

In determining the pay and remuneration of all our employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, General Data Protection Regulation 2018 and where relevant, the Transfer of Undertakings (Protection of Employment) Regulations. We will also ensure there is no pay discrimination within our pay structures and that all pay differentials can be objectively justified through the use of job evaluation mechanisms, National Joint Council (NJC) and Hay Group, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

9. RESOURCE IMPLICATIONS

None as a direct consequence of this report.

10. EQUALITY IMPLICATIONS

As part of the Equality Watch Report 2023, the Council published its workforce profile and its gender pay gap.

We are aspiring to our workforce representing our local demographics and the communities that we serve.

11. CONSULTATIONS

None required as a direct consequence of this report.

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Date: 15 February 2023
Background Papers: Pay Policy Statement 2023/24

