

Meeting of the City Council

2 March 2022

Report title	Pay Policy Statement 2022-2023	
Referring body	Cabinet – 23 February 2022	
Councillor to present report	Councillor Paula Brookfield	
Wards affected	All Wards	
Cabinet Member with lead responsibility	Councillor Paula Brookfield, Governance and Equalities	
Accountable director	David Pattison, Chief Operating Officer	
Originating service	Human Resources	
Accountable employee	Laura Phillips Tel Email	Deputy Director People and Change 01902 558892 laura.phillips@wolverhampton.gov.uk
Report to be considered by	Cabinet	23 February 2022

Recommendations for decision:

The Council is recommended to approve:

1. The Pay Policy Statement for 2022 - 2023.
2. The publication of the Pay Policy Statement in line with the requirements of the Localism Act 2011.

Recommendations for noting:

The Council is asked to note:

1. That the national pay award for National Joint Council (NJC) and Joint Negotiating Committee (JNC) Chief Officers and Chief Executives had not been agreed, at the time of writing the Pay Policy Statement.

2. That in the absence of the NJC having yet reached a pay agreement for 2021, SCPs 1 and 2 will fall below the statutory NLW. Organisations must therefore ensure that employees currently paid on those two pay points have their pay increased with effect from 1 April 2022 to £9.50 per hour. These updated figures will continue to be paid until NJC reaches a settlement on pay for 2021.

1.0 Purpose

- 1.1 To refer to Council for approval the new Pay Policy and the publication of the Pay Policy.

2.0 Background

- 2.1 On 23 February 2022 Cabinet will consider a report on Pay Policy Statement 2022-2023.

- 2.2 Copies of the report have been supplied to Councillors and can also be accessed online on the Council's website [here](#).

- 2.3 Cabinet will be asked to recommend to Council that it approves:

1. The Pay Policy Statement for 2022 - 2023.
2. The publication of the Pay Policy Statement in line with the requirements of the Localism Act 2011

- 2.4 Cabinet will be asked to recommend to Council that it notes:

1. That the national pay award for National Joint Council (NJC) and Joint Negotiating Committee (JNC) Chief Officers and Chief Executives had not been agreed, at the time of writing the Pay Policy Statement.
2. That in the absence of the NJC having yet reached a pay agreement for 2021, SCPs 1 and 2 will fall below the statutory NLW. Organisations must therefore ensure that employees currently paid on those two pay points have their pay increased with effect from 1 April 2022 to £9.50 per hour. These updated figures will continue to be paid until NJC reaches a settlement on pay for 2021.

3.0 Financial implications

- 3.1 The financial implications are detailed in the Cabinet report of 23 February 2022.

4.0 Legal implications

- 4.1 The legal implications are detailed in the Cabinet report of 23 February 2022.

5.0 Equalities implications

- 5.1 The equalities implications are detailed in the Cabinet report of 23 February 2022.

6.0 All other implications

- 6.1 All other implications are detailed in the Cabinet report of 23 February 2022.

7.0 Schedule of background papers

- 7.1 Cabinet report of 23 February 2022 – Pay Policy Statement 2022-2023.

7.2 Cabinet report of 23 February 2022 –Gender Pay Gap 2022.