

# Crawley Borough Council Pay Policy Statement for 2022/2023

## Introduction and Purpose

It will be published on the Council's website as soon as reasonably practicable following approval. For the 2022/2023 financial year approval will be at the Full Council meeting on 23<sup>rd</sup> February 2022. Also the policy is available annually on the website under the [Freedom of information publication scheme](#).

#### Key Elements of the Pay Package

A substantial pay review was undertaken in 2001/2 and the national job evaluation was adopted for all posts. This was undertaken in partnership with trade unions and

Free parking at the Town Hall for essential car users (scheme currently under review)

## Use of additional or one off payments

Honorarium payments - are paid to staff, for example when they carry out duties at a higher level e.g. cover for a higher graded colleague whilst they are away from the workplace.

Acting Allowance - where an employee undertakes all, or a proportion of the duties and responsibilities of a higher graded post on behalf of another in their absence for a period of four weeks or more.

Merit award - where an employee has achieved exceptional performance in their duties or conducted themselves in an exceptional manner during the course of their employment.

## Payments on termination

The Council's approach to statutory and discretionary payments on termination of employment of its employees, prior to reaching normal retirement age, is covered within the Management of Organisational Change Policy, in accordance with the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006.

The Council also has policies for the Local Government Pensions Discretions which may include additional payments on retirement. Additional or early payment of pension will only be granted if there is a demonstrable benefit to the Council to include the consideration of costs, and where approved by the Leader and Cabinet Member for the area in which the employee works.

## Reemployment/re- engagement of former employees

Where an employee has left the authority on the grounds of redundancy and then seeks to be re-employed on a new contract, a period of 3 months must elapse before their application will be considered. They will have lost their entitlement to continuous service and abatement rules will apply if they are in receipt of a pension as a result of that redundancy.

## Benefits Schemes

The Council believes that it has a responsibility to help support the health, wellbeing and welfare of its employees in order to ensure that they are able to perform at their best. As part of the approach, and in common with large organisations, we offer a range of initiatives including access to the Wellbeing Team, health and fitness activities and discount schemes which support the local economy.

## Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with more than 250 employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. In line with legislation the Council now publishes the following information.

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average

Average bonus gender pay gap as a median average  
Proportion of males and females receiving bonus payment  
Proportion of males and females when divided into quartiles ordered from  
lowest to highest pay

Natalie Brahma- Pearl  
Chief Executive  
February 2022

CMT Pay scales (subject to pay award)  
W.E.F 01/04/2022

CATERGORY	TOTAL
CHIEF EXECUTIVE	£122,653.00
	£119,941.00
	£117,232.00
	£114,517.00
	£111,799.00
DEPUTY CHIEF EXECUTIVE	£106,730.00
	£104,380.00
	£102,032.00
	£99,677.00
	£97,321.00
HEAD OF SERVICE	£75,726.00
	£73,069.00
	£72,415.00
	£70,757.00
	£69,106.00

STATUTORY RESPONSIBILITY ALLOWANCE

DEPUTY MONITORING OFFICER	£1,702.89
DEPUTY SECTION 151 OFFICER	£1,702.89

NJC LG SERVICES SALARY SCALES FROM 1ST APR

Apprenticeship scheme salary W.E.F. 1.04.2022 (subject to pay award)

Percentage of spinal point 1	Annual Salary
60%	£12,468.00
65%	£13,507.00
70%	£14,546.00
75%	£15,585.00
NMW	£17,710.82
National Living wage	£18,328.19

