

## **COUNCIL – 23RD JANUARY 2023**

### **Report of the Personnel Committee**

#### **ITEM 6.3 PAY POLICY STATEMENT 2023/24**

##### Purpose of Report

To consider a recommendation from the Personnel Committee that the Pay Policy Statement for 2023/24 be approved and adopted.

##### Recommendation

That the Pay Policy Statement for 2023/24, as set out (with agreed amendments) in Annex A to the report considered by the Personnel Committee (attached as an appendix), be approved and adopted.

##### Reason

To ensure that the Council meets its obligations under Section 38 of the Localism Act 2011.

##### Policy Justification and Previous Decisions

Under Section 38 of the Localism Act 2011, local authorities in England and Wales are required to produce an annual Pay Policy Statement, which must be approved by Full Council and published on the Council's website before the commencement of each financial year.

At its meeting on 20th December 2022, the Personnel Committee considered a report of the Director, Finance, Governance and Contracts setting out the Council's proposed Pay Policy Statement for the period 1st April 2023 to 31st March 2024. During the consideration of the item, it was noted that there was a section on page 85 of the agenda pack that referenced the Market Premia Policy. During the consideration of item 7 - Recruitment and Retention Policy (at the same meeting) the Market Premia Policy was approved for deletion and therefore the Pay Policy Statement would require updating.

The Committee resolved to recommend to Full Council that the Pay Policy Statement for 2023/24 with the inclusion of amendments to the Market Premia Policy section be approved and adopted. The amendments included in the Annex were agreed by the Committee after the meeting by email correspondence. The Pay Policy Statement for 2023/24, as set out in Annex A of the report submitted to the Personnel Committee has been updated (using track changes) with the agreed amendments.

##### Implementation Timetable including Future Decisions

If approved by Full Council the Pay Policy Statement will be published on the Council's website either on or before 1st April 2023.

##### Report Implications

The following implications have been identified for this report:

*Financial Implications*

There are no financial implications arising from this decision.

*Risk Management*

There are no specific risks associated with this decision.

Background Papers: Personnel Committee minute 18, 2022/23, 20th December 2022

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Appendix: Pay Policy Statement 2023/24, report of the Director, Finance, Governance and Contracts, Personnel Committee, 20th December 2022.