

COUNCIL - MONDAY, 15 JANUARY 2024

Report of the Personnel Committee Lead Member: Executive Member for Finance, Customer & Support Services, Revenues and Benefits

Part A

PAY POLICY STATEMENT 2024/25

Purpose of Report

To consider a recommendation from the Personnel Committee that the Pay Policy Statement for 2024/25 be approved and adopted.

Recommendation

That the Pay Policy Statement for 2024/25 as set out in Appendix A, considered by the Personnel Committee (attached to the main agenda pack as an annex) 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 19th December 2023, 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 2024 to 31st March 2025. The Committee had agreed to a revised grading structure during item 5 on its agenda and this is reflected in the attached Pay Policy Statement.

The Committee resolved to recommend to Full Council that the Pay Policy Statement for 2024/25 be agreed for formal approval and adoption (min 17, 2023/24 refers).

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 2024.

Report Implications

Financial Implications

None identified

Risk Management

There are no specific risks associated with this decision

Equality and Diversity

None identified.

Climate Change and Carbon Impact

None identified.

Crime and Disorder

None identified.

Publicity Arrangements

If approved by Full Council the Pay Policy Statement will be published on the Council's website either on or before 1st April 2024.

Consultations

Not applicable.

Links to the Corporate Strategy

Caring for the Environment	No
Healthy Communities	No
A Thriving Economy	Yes
Your Council	No

Key Decision: N

Background Papers: None

Annex: Pay Policy Statement 2024/25 report of the Director, Finance, Governance and Contracts, Personnel Committee, 19 December 2023

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