

Pay Policy Statement 2024/2025

Wednesday 13th March 2024

Referral from People and OD Committee

PURPOSE OF REPORT

To ask that Council consider and agree the People and OD Committee's recommendation for the Pay Policy Statement for 2024-2025 as required by the Localism Act 2011

This report is public

RECOMMENDATIONS

(1) To consider and agree the Pay Policy Statement 2024-2025

1.0 Introduction

1.1 Section 38 of the Localism Act 2011 places a requirement on local authorities to publish a Pay Policy Statement by the 31st March each year. This includes the remuneration of its Chief Officers. This Statement must be approved by resolution of Council, and this function may not be delegated.

1.2 The Statement sets out the Council's arrangements relating to:

- the remuneration of its Chief Officers;
- the remuneration of its lowest-paid employees, and
- the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.

1.3 The Pay Policy Statement has been prepared in accordance with the requirements of the Localism Act 2011 and having regard to the guidance issued by the Department for Communities and Local Government (DCLG) under Section 40 of the Act.

2.0 Proposal Details

2.1 During the course of the year, if the Authority makes any determination relating to the remuneration or any other terms and conditions of a Chief Officer, it must comply with its Pay Policy Statement

2.2 It is recommended that the revised Pay Policy Statement be effective from 1st April 2024.

3.0 Details of consultation

3.1 There has been no consultation, but in preparing the revised Statement, regard has

been made to Government guidance and national negotiations and consultations.

4.0 Options and options analysis (including risk assessment)

4.1 In order to comply with the Localism Act 2011, it is necessary for Council to approve a Pay Policy Statement.

5.0 Conclusion

5.1 Council is requested to approve and recommend to Full Council the Pay Policy Statement for 2024-2025

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| CONCLUSION OF IMPACT ASSESSMENT (including Health & Safety, Equality & Diversity, Human Rights, Community Safety, Sustainability and Rural Proofing): |
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No notable impact.

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| LEGAL IMPLICATIONS |
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The Council has a statutory obligation, pursuant to s38 of the Localism Act 2011 to approve annually a Pay Policy Statement.

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| FINANCIAL IMPLICATIONS |
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2024/2025 pay agreement is pending.

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| OTHER RESOURCE IMPLICATIONS, such as Human Resources, Information Services, Property, Open Spaces |
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The Pay Policy Statement 2024-2025 has been prepared by HR.

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| SECTION 151 OFFICER'S COMMENTS |
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The Section 151 Officer has been consulted and has no comments.

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| MONITORING OFFICER'S COMMENTS |
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The Monitoring Officer has been consulted and has no further comments.

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| BACKGROUND PAPERS | Contact Officer: Alex Kinch |
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2024/2025 Pay Policy
JNC Conditions of Service Handbook

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