

# Pay Policy Statement 2024/25

Report of the Leader

## Recommended:

**That the Pay Policy Statement, attached at the Annex to the report, be approved.**

### SUMMARY:

- The Council is required in accordance with section 38 of the Localism Act 2011 to prepare and publish an annual Pay Policy Statement.
- Attached to this report is the statement for 2024/25 for approval.

## 1 Introduction

- 1.1 Section 38 (1) of the Localism Act 2011, requires English and Welsh local authorities to produce and publish a Pay Policy Statement for each financial year. As a minimum, the Pay Policy Statement must set out the Council's policies for the financial year relating to:
  - The remuneration of its chief officers
  - The remuneration of its lowest paid employees
  - The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers
- 1.2 All decisions on pay and reward (including severance) of chief officers must comply with the current Pay Policy Statement. This includes all remuneration decisions made during recruitment and appointment of all chief or other officers during that year.
- 1.3 The Council's Pay Policy Statement was first published in March 2012 following approval at full Council. These Statements must be approved by full Council in their open meeting by the end of March each year (it cannot be delegated to a sub-committee). Statements may be updated during the year. They are to be accessible to local taxpayers so they can take an informed view on whether local decisions on all aspects of remuneration are fair and make the best use of public funds.
- 1.4 The information contained within the Pay Policy Statement should link with data published under the Local Government Transparency Code 2015 which aims to increase the transparency of how taxpayers' money is used. Data on senior salaries higher than £50,000 is published each year in the Council's annual accounts.

## 2 Background

- 2.1 The Pay Policy Statement for 2023/4 was approved by Council on the 23 February 2023.
- 2.2 The Pay Policy Statement for 2024/25 is attached at the Annex updates the 2023/4 statement and sets out to meet the requirements of Section 38. Once again, the Statement does not contain anything 'new', but rather it gathers the information required by the Act into a single document from a number of the Council's existing approved policies and decisions.

## 3 Legal Implications

- 3.1 The requirement to prepare an annual Pay Policy Statement is a statutory requirement placed upon the Council by the Localism Act 2011.

## 4 Conclusion

- 4.1 The Pay Policy Statement at the Annex assembles the required statutory information from the Council's existing policies and presents them as a single document to meet the requirements of the Localism Act.

<u>Background Papers (Local Government Act 1972 Section 100D)</u>			
None			
<u>Confidentiality</u>			
It is considered that this report does not contain exempt information within the meaning of Schedule 12A of the Local Government Act 1972, as amended, and can be made public.			
No of Annexes:	1	File Ref:	N/A
(Portfolio: Leader) Councillor P North			
Officer:	Alex Rowland	Ext:	8251
Report to:	Council	Date:	29 February 2024