



**Council**  
**19 October 2021**

<b>Title</b>	<b>Report of the Constitution &amp; General Purposes Committee – Amendments to the Policy Statement 2021/22 and Associated Policies</b>
<b>Report of</b>	Chairman of the Constitution & General Purposes Committee
<b>Wards</b>	All
<b>Status</b>	Public
<b>Urgent</b>	No
<b>Key</b>	No
<b>Enclosures</b>	Annex A – Report of the Constitution and General Purposes Committee, 4 October 2021 Appendix A – Policy for Payments for Additional Responsibilities and Outstanding Contributions Appendix B – Amended 2021/22 Pay Policy Statement
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<b>Summary</b>	
<p>The Constitution &amp; General Purposes Committee considered a report at their meeting on 4<sup>th</sup> October 2021 on amendments to the Pay Policy Statement and associated policies. Following debate, the Committee adopted the Policy for Payments for Additional Responsibilities and Outstanding Contributions (Appendix A) and agreed to recommend to Full Council that the Pay Policy Statement be amended (Appendix B). Full Council is responsible for approving the Pay Policy Statement.</p>	

## **Officer Recommendation**

**That Council approves the amended Annual Pay Policy Statement for the financial year 2021/22 (Appendix B).**

### **1. WHY THIS REPORT IS NEEDED**

- 1.1 Section 38(1) of the Localism Act 2011 requires local authorities to produce and publish an annual Pay Policy Statement.
- 1.2 On 19 January 2021, the Council approved the Pay Policy Statement for the financial year 2021/22.
- 1.3 On 4 October 2021, the Constitution & General Purposes Committee considered a report at their meeting on amendments to the Pay Policy Statement and associated policies. Following debate, the Committee adopted the Policy for Payments for Additional Responsibilities and Outstanding Contributions (Appendix A) and agreed to recommend to Full Council that the Pay Policy Statement be amended (Appendix B). Full Council is responsible for approving the Pay Policy Statement

### **2. REASONS FOR RECOMMENDATION**

- 2.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

### **3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 3.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

### **4. POST DECISION IMPLEMENTATION**

- 4.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

### **5. IMPLICATIONS OF DECISION**

#### **5.1 Corporate Priorities and Performance**

- 5.2 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

#### **5.3 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

- 5.4 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **5.5 Social Value**

5.5.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **5.6 Legal and Constitutional References**

5.6.1 As set out in Section 1.1 above.

5.6.2 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **5.7 Risk Management**

5.7.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **5.8 Equalities and Diversity**

5.8.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **5.9 Consultation and Engagement**

5.9.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **5.8 Insight**

5.8.1 As set out in the report to the Constitution & General Purposes Committee, 4 October 2021.

## **6. BACKGROUND PAPERS**

6.1 Council, 19 January 2021, Item 11.2, Report of the Constitution & General Purposes Committee, Pay Policy Statement 2021/22: [Agenda for Council on Tuesday 19th January, 2021, 7.00 pm \(moderngov.co.uk\)](https://www.moderngov.co.uk/2021/01/19/council-agenda-19th-january-2021-7.00pm)