



Council
27 February 2024

Title	Pay Policy Statement 2024/25
Date of meeting	27 February 2024
Report of	Chair of Employment Sub Committee, Councillor Emma Whysall
Wards	All
Status	Public
Urgent	No
Appendices	Annex 1 – Employment Sub Committee report of 24 th January 2024. Appendix A – Pay Policy Statement 2024/25
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Summary

Local Authorities are required to prepare and approve a Pay Policy Statement before the end of March each year. The Statement must be published as soon as is reasonably practicable after it has been approved. The appended report and appendix introduces a draft Pay Policy Statement for the consideration and approval of full Council on 27th February 2024 for publication of the Statement in March. Prior to this, the Pay Policy Statement was taken to the Employment Sub-Committee in January 2024 for consideration.

Recommendations

1. That Council approve the Pay Policy Statement 2024/25 as outlined in Appendix A.

1. Reasons for the Recommendations

1.1 As set out in the attached appendices.

2. Alternative Options Considered and Not Recommended

2.1	None in the context of the report.
3. Post Decision Implementation	
3.1	Council decisions will be minuted and implemented through the Head of Governance.
4. Corporate Priorities, Performance and Other Considerations	
	Corporate Plan
4.1	None specifically arising from the report
	Corporate Performance / Outcome Measures
4.2	None specifically arising from the report.
	Sustainability
4.3	None specifically arising from the report.
	Corporate Parenting
4.4	None specifically arising from the report.
	Risk Management
4.5	None specifically arising from the report.
	Insight
4.6	None specifically arising from the report
	Social Value
4.7	N/A
5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)	
5.1	The costs of implementing the Pay Policy are provided for within existing approved Budgets
6. Legal Implications and Constitution References	
6.1	Council Constitution, Article 2A, Terms of Reference of Council, Council has responsibility for "11.3- approving the Pay Policy Statement."
7. Consultation	
7.1	None specifically arising from the report.
8. Equalities and Diversity	
8.1	None specifically arising from the report.
9. Background Papers	
9.1	Employment Sub-Committee papers 23 rd January 2024 (Public Pack) Agenda Document for Employment Sub-Committee, 23/01/2024 10:00 (modern.gov.co.uk)