

Pay Policy Statement 2024 to 2025

Report number:	COU/WS/24/007	
Report to and date:	Council	26 March 2024
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Decisions Plan: **Not applicable as this is not an executive matter.**

Wards impacted: **All wards**

Recommendation: **It is recommended that the Pay Policy Statement for 2024 to 2025, as contained in Appendix A to Report number COU/WS/24/007, be approved.**

1. Context to this report

- 1.1 The Localism Act 2011 and supporting guidance provides details of matters that must be included in this statutory pay policy, but, also, emphasises that each local authority has the autonomy to take its own decisions on pay and pay policies. The Pay Policy Statement must be approved formally by full Council each year. The statement can be amended in year, must be published on the Council’s website and must be complied with when setting the terms and conditions of Chief Officers.
- 1.2 This Pay Policy Statement includes:
- a. the level and elements of remuneration for Chief Officers (senior staff)
 - b. the remuneration of the lowest paid employees
 - c. the relationship between the remuneration of the highest and lowest paid employees
 - d. other specific aspects of Chief Officer remuneration, fees and charges and other discretionary payments
 - e. the gender pay position
- 1.3 The Code of Practice for Local Authorities on Data Transparency provides guidance on good practice in this area. The Council’s approach to data transparency is to establish the Council as an open and transparent Council that, in time, not only embraces the principles of the Code, but, publishes all information that is likely to be of benefit to the communities and economy of our area.
- 1.4 Data can already be accessed through the “open data” link on our website. The Pay Policy Statement is published in that section annually.

2. Alternative options that have been considered

- 2.1 There are no alternative options as under Section 38/11 of the Localism Act 2011, local authorities must produce and publish a Pay Policy Statement annually.

3. Consultation and engagement undertaken

- 3.1 Whilst there is no requirement to consult on this statement, it has been shared with Unison.

4. Risks associated with the proposals

- 4.1 There are no decisions to be made. Failure to comply with the legislation would be a breach of the Act.

5. Appendices referenced in this report

- 5.1 Appendix A - Pay Policy Statement 2024 to 2025.

6. Background documents associated with this report

- 6.1 None