

**Report of the Portfolio Holder for Resources and Personnel Policy****PAY POLICY STATEMENT-2023/24****1. Purpose of Report**

To enable Cabinet to see a copy of the Pay Policy for 2023/24 before it goes to Full Council in March 2023.

**2. Recommendation**

**Cabinet is asked to NOTE the Pay Policy Statement for 2023/24 which is submitted to Full Council.**

**3. Detail**

The Pay Policy Statement for 2023/24 sets out, among other items, the Council's policies relating to the remuneration of its senior officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

Each local authority has a statutory obligation to publish an annual Pay Policy Statement. The purpose of the statement is to increase accountability in relation to payments made to senior local authority employees by enabling public scrutiny.

The Pay Policy is attached as appendix 2 and a change table is attached as appendix 3.

**4. Financial Implications**

The comments from the Head of Finance Services were as follows:

The details in this report, including the current pay grades with an allowance for the 2023/24 pay award, have been reflected in the budget proposals report considered elsewhere on this agenda.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The legal implications are set out in the policy, as stated it is a statutory duty that arises from the Localism Act 2011, specifically Chapter 8 that sets out all the information which a pay policy must contain and Section 38 that requires the Council to prepare a pay policy statement for each financial year. The report complies with the legislative requirement, failure to provide this information could result in the Council being subject to court orders and fines

6. Human Resources Implications

There were no comments from the Human Resources Manager.

7. Union Comments

There were no union comments.

8. Data Protection Compliance Implications

There are no Data Protection Compliance Implications.

9. Equality Impact Assessment

As this is a change to policy/a new policy an equality impact assessment is included in the appendix 1 to this report.

10. Background Papers

Nil