

**TITLE: PAY POLICY STATEMENT**

Committee: Full Council

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## **1.0 ISSUE**

1.1 To present the Council's Pay Policy Statement 2024-25, a requirement under the Localism Act 2011.

## **2.0 RECOMMENDATION(S)**

2.1 It is recommended that Members approve and adopt the 2024-25 Pay Policy Statement.

## **3.0 BACKGROUND/OPTIONS**

3.1 The Localism Act 2011 requires the Council to prepare a Pay Policy Statement for each financial year. The Statement must be prepared and approved by the end of March each year.

3.2 The Council's Pay Policy Statement for 2024-25 is attached at Appendix 1.

3.3 The statement must include the pay and remuneration for all posts on the Council's establishment designated as 'Chief Officer' in accordance with the Local Government and Housing Act 1989 (see Section 2.4 of the Pay Policy Statement).

3.4 The Pay Policy Statement has to include:

- The level and elements of remuneration for each Chief Officer;
- The remuneration of the lowest paid employee; and
- The relationship between the remuneration of Chief Officers and other Officers.

3.5 Remuneration in this context is defined widely to include not just pay but also charges, fees, allowances, benefits in kind, increases in enhancements of pension entitlements and other discretionary payments.

## **4.0 ARGUMENTS/CONCLUSION(S)**

4.1 The salaries shown include the 2023-24 pay award for Local Government Services and will be updated to include the 2024-25 pay award once agreed.

## **5.0 FINANCIAL IMPLICATIONS / EQUALITY IMPACT STATEMENT / CARBON IMPACT ASSESSMENT**

- 5.1. There are no additional financial implications arising from this report.
- 5.2. Equality Impact Assessment (EIA) not required.
- 5.3. Carbon Impact Assessment (CIA) not required.

## **6.0 APPENDICES**

Appendix 1 – Pay Policy Statement for 2024-25

### **Background Documents:**

Local Government and Housing Act 1989

The Local Government Transparency Code (Feb 2015)

Openness and Accountability in Local Pay: Guidance under the Localism Act 2011