

MINUTE EXTRACT

POLICY AND RESOURCES COMMITTEE

17 MARCH, 2021

81 PAY POLICY 2021-2022

Tony Williams, Assistant Director: HR and Organisational Development, introduced a report on the Council's Pay Policy. Its purpose was to provide transparency with regard to the Council's approach to setting pay by identifying:

- The methods by which salaries of all employees are determined;
- The detail and level of the salary package of its most senior staff;
- The Head of Paid Service's responsibility for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to Full Council.

The Council was required by Section 38 of The Localism Act 2011 to prepare a Pay Policy Statement for each financial year.

The 2021/22 statement reflected key changes and updates that had occurred within the last financial year as follows, including a new Foundation Living Wage rate, announced by The Living Wage Foundation in November 2020, as £9.50 per hour, an increase of 20p. The Pay Policy Statement 2021-2022 had also been updated to reflect the constitutional changes made in line with the new Committee System of governance.

RECOMMENDED – To Council the approval of the Pay Policy Statement for the financial year 2021/22.