

<b>Meeting:</b>	<b>Cabinet Council</b>	<b>Date:</b>	<b>6<sup>th</sup> March 2024 21<sup>st</sup> March 2024</b>
<b>Subject:</b>	<b>Pay Policy Statement 2024/25</b>		
<b>Report Of:</b>	<b>Cabinet Member for Performance and Resources</b>		
<b>Wards Affected:</b>	<b>All</b>		
<b>Key Decision:</b>	<b>No</b>	<b>Budget/Policy Framework:</b>	<b>No</b>
<b>Contact Officer:</b>	<b>Greg Maw, Head of Finance and Resources</b>		
	<b>Email: greg.maw@gloucester.gov.uk</b>		<b>Tel: 396422</b>
<b>Appendices:</b>	<b>1. Pay Policy Statement for 2024/25</b>		

## FOR GENERAL RELEASE

### 1.0 Purpose of Report

- 1.1 The purpose of this report is to consider and approve the Council's Pay Policy Statement for 2024/25.
- 1.2 Section 38 of the Localism Act 2011 requires local authorities to produce an annual pay policy statement from 2012/13 onwards, which must be agreed annually by full council.

### 2.0 Recommendations

- 2.1 Cabinet is asked to **RECOMMEND** that the Pay Policy Statement for 2024/25 attached as Appendix 1 be approved.
- 2.2 Council is asked to **RESOLVE** that the Pay Policy Statement for 2024/25 attached as Appendix 1 be approved.

### 3.0 Background and Key Issues

- 3.1 The Council's proposed pay policy for 2024/25 is attached to this report. The statement has been developed in response to the requirements of the Localism Act 2011 and follows guidance which accompanied the Act.

### 4.0 Social Value Considerations

- 4.1 None

### 5.0 Environmental Implications

- 5.1 None

## **6.0 Alternative Options Considered**

6.1 The council is required to produce the statement in accordance with the Localism Act 2011; there is no alternative option on this matter.

## **7.0 Reasons for Recommendations**

7.1 To demonstrate transparency in publication of the Council's pay policy arrangements in accordance with the principles of the Localism Act.

## **8.0 Future Work and Conclusions**

8.1 None.

## **9.0 Financial Implications**

9.1 None.

(Financial Services have been consulted in the preparation this report.)

## **10.0 Legal Implications**

10.1 Production of an annual pay policy statement is a requirement of the Localism Act 2011.

(One Legal have been consulted in the preparation this report.)

## **11.0 Risk & Opportunity Management Implications**

11.1 The Council must have a current Pay Policy Statement in place in accordance with the legal requirements above.

## **12.0 People Impact Assessment (PIA) and Safeguarding:**

12.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

## **13.0 Community Safety Implications**

13.1 None

## **14.0 Staffing & Trade Union Implications**

14.1 The policy will be shared with the Trade Unions at one of the routine monthly meetings

**Background Documents:** None