

Extract from the draft minutes of the Cabinet meeting of 16 November 2022

706. Officer Pay Policy Statement 2023/24

The Assistant Director, Corporate and Improvement Services, submitted a report a copy of which had been circulated to each Member.

Councillor Cory, Portfolio Holder for Resources, introduced the report. All local authorities were required to publish an officer pay policy statement on an annual basis. It set out all pay and benefits for every employee of the Council.

Cabinet members drew particular attention to the Council's commitment to the Living Wage. A significant number of staff and contractors were paid the Living Wage, which was set independently by the Living Wage Foundation and was calculated according to the basic cost of living. It was important that the Council continued to show leadership on this issue and continued to promote Colchester as a Living Wage city.

RECOMMENDED TO COUNCIL that the Officer Pay Policy Statement 2023/24 be approved and adopted.

REASONS

The Localism Act requires "authorities to prepare, approve and publish pay policy statements articulating their policies towards a range of issues relating to the pay of its workforce, which must be approved by full Council annually. An authority's pay policy statement must be approved by a resolution of that authority before it comes into force

ALTERNATIVE OPTIONS

The only alternative would be to not recommend the approval of the Pay Policy Statement, but that would be contrary to the requirements of the Localism Act.