

Extract from the draft minutes of the Cabinet meeting on 21 November 2018

307. Officer Pay Policy Statement 2019-20

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

Councillor King, Portfolio Holder for Resources, introduced the report. This provided transparency to residents and staff about the Council's pay structure. It also demonstrated the Council's commitment to good working practices, such as apprenticeships and the payment of the Living Wage to staff and contractors.

RECOMMENDED TO COUNCIL that the Officer Pay Policy Statement 2019/20 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.