

**Extract from the minutes of the Cabinet meeting of 24 January 2024**

**830. Officer Pay Policy Statement 2024-25**

The Head of People submitted a report a copy of which had been circulated to each Member.

Councillor Cory, Portfolio Holder for Resources, introduced the report and highlighted the Council's commitment to the Living Wage and the positive gender pay gap.

*RECOMMENDED TO COUNCIL* that the Officer Pay Policy Statement for 2024/25 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.