

**Extract from the draft minutes of the Cabinet meeting of 20 November 2019**

**399. Officer Pay Policy Statement 2020/21**

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

Councillor King, Portfolio Holder for Business and Resources, explained that the Council had a legal duty to publish an officer pay policy statement on an annual basis. This was part of its commitment to transparency. This demonstrated the Council's good practice in respect of pay and benefits. In particular the Council had paid the Living Wage as set by the Living wage Foundation since 2013, and required contracted staff and suppliers working on Council business to be paid the Living Wage.

*RECOMMENDED TO COUNCIL* that the Officer Pay Policy Statement 2020-21 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.