

**Present:** Councillors McPherson (Chair), Carling (Vice-Chair), Bennett (online), Davey, Hauk and Thornburrow

**FOR ADOPTION BY THE COUNCIL**

**23/6/Civ – Draft Pay Policy Statement**

The Committee received a report from the Head of Human Resources. The report set out a draft pay policy statement as required under the Localism Act. The Localism Act requires the Council to have considered, approved and published a pay policy statement for each financial year. This must be approved by Full Council and be in place by 31st March each year.

In response to Councillors debate the Head of Human Resources agreed that a further review of senior officer pay could be undertaken once the new Senior Management structure, if approved by Council on 2 March has had a chance to bed in. There would be new data during the year which would support a further, earlier review to report next January/February.

**Resolved** (unanimously) to recommend to Council to:

- i. Approve the draft Pay Policy Statement 2023/2024 attached to the officer's report as Appendix 1.
- ii. Approve the pay proposals for chief executive, director and assistant director level pay bands following the 2022 review of senior officer salaries and as they relate to the senior management review.
- iii. Delegate authority to the Head of Human Resources to update the Pay Policy Statement 2023/24 following consideration and approval of the proposed changes to the pay bands for the roles of Chief Executive, Director and Assistant Director.