

# **REPORT OF THE GENERAL PURPOSES COMMITTEE**

## **No. 1, 2024-25**

### **FULL COUNCIL – 3 MARCH 2025**

Chair: Councillor Cressida Johnson

#### **1. INTRODUCTION**

The Council is required to produce an annual Pay Policy Statement to comply with the requirements of the Localism Act 2011. This report from the General Purposes Committee meeting on DATE recommends that Full Council approves the Pay Policy Statement 2024/25 (attached) for publication in April 2025.

#### **2. PAY POLICY STATEMENT 2025-26**

We considered the report on the Pay Policy Statement 2025/26 and noted that this was a statutory report that the Council was required to produce annually, in accordance with the Localism Act 2011.

We noted that the report had not been modified substantially from the previous year, but expressed that there needed to be clarification on some key areas, including: contracted services, market allowance criteria utilisation, and market supplements. These clarifications were delegated to the Chief People Officer to explain within the report.

We agreed to approve the draft Pay Policy Statement 2025/26 and delegated authority to the Chief People Officer to make such amendments as considered minor.

*Clerk's note - Using this delegation, the Pay Policy Statement at paragraph 9.3 was amended to more accurately reflect the process of utilising market allowances to reflect their limited nature and clarified that paragraph 3.5 of the Pay Policy Statement was amended to clarify that the stipulation there was aimed at those who are engaged under contracted services and not employees.*

#### **3. RECOMMENDATIONS**

Full Council is recommended:

To approve the Pay Policy Statement 2025/26, attached at Appendix A.