

This Report will be made public on 21 March 2023



Report Number **A/22/33**

To: Council
Date: 29th March 2023
Status: Non-executive Decision
Chief Executive: Susan Priest
Cabinet Member: Councillor David Monk, Council Leader

SUBJECT: PAY POLICY STATEMENT 2023/24

SUMMARY: This report considers the recommendation from the Personnel Committee and presents the pay policy statement for 2023/24 for approval.

RECOMMENDATIONS:

1. To receive and note Report A/22/33.
2. To consider the recommendation of the Personnel Committee
3. To approve under S38(1) Localism Act 2011 the updated Pay Policy Statement appended to this report for 2021/22

1. INTRODUCTION

- 1.1 On 2nd February 2023, Personnel Committee considered report P/22/04. That report and its appendices are attached as Appendix 1 to this report.
- 1.2 The Personnel Committee report is self-explanatory and it is not the intention of this report to repeat the information. The reason for the recommendation from that committee is to ensure that Council is given the opportunity to approve the annual pay policy statement for publication on the Council's internet page.

2. PROPOSED RECOMMENDATION

- 2.1 The recommendation from personnel committee is as follows:
 - *To recommend to council that it approve, under S38(1) Localism Act 2011, the Pay Policy Statement appended to this report for 2023/24.*

3 RISK MANAGEMENT ISSUES

- 3.1 A summary of the perceived risks follows:

No perceived risks

4. LEGAL/FINANCIAL AND OTHER CONTROLS/POLICY MATTERS

- 4.1 Legal Officer's Comments (AK)

There are no legal implications arising directly out of this report, relevant issues having been addressed in each of the report and the Appendices.
- 4.2 Finance Officer's Comments (CS)

Any financial implications arising from any reward strategy will need to be considered within the council's medium term financial planning processes.
- 4.3 Diversities and Equalities Implications (ASm)

There are no specific Diversities and Equalities Implications arising from this report.

5. CONTACT OFFICER AND BACKGROUND DOCUMENTS

Councillors with any questions arising out of this report should contact the following officer prior to the meeting:

Andrina Smith, Chief HR Officer
Tel: 01303 853405
Email: andrina.smith@folkestone-hythe.gov.uk

The following background documents have been relied upon in the preparation of this report:

None

Appendices

Appendix 1 – Report P/22/04 Personnel Committee – 2nd February 2023
with appendices.