

This Report will be made public on 22 March 2024



Report Number **A/23/28**

**To:** Council  
**Date:** 3 April 2024  
**Status:** Non-executive Decision  
**Chief Executive:** Susan Priest  
**Personnel Committee Chair:** Councillor Connor McConville

**SUBJECT:** PAY POLICY STATEMENT 2024/25

**SUMMARY:** This report considers the recommendation from the Personnel Committee and presents the pay policy statement for 2024/25 for approval.

**REASONS FOR RECOMMENDATIONS:**

Council is asked to consider the recommendation of the Personnel Committee to approve the pay policy statement.

**RECOMMENDATIONS:**

1. To receive and note Report A/23/28.
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 2024/25

## **1. INTRODUCTION**

1.1 On 12<sup>th</sup> March 2024, Personnel Committee considered report P/23/08. 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 2024/25.*

2.2 The actual recommendations of the Personnel Committee will be reported to the council and members will be asked to consider them.

## **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 (OO)

The 2024/25 proposed budget for the Council has been built on the basis of robust costing for pay items, consistent with the contents of this report. The budget includes an allocation for a pay award for 2024/25 and any other financial implications arising from 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 Officer – People & Customer Services  
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/23/08 Personnel Committee – 12<sup>th</sup> March 2024 with appendices