

## ***Report to the Council***

**Committee:** Cabinet  
**Date:** 18 March 2024  
**Subject:** Pay Policy Statement  
**Portfolio Holder:** Councillor C Whitbread (Leader Portfolio)

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### **Recommending:**

**That the Cabinet recommended the Pay Policy Statement to Council for approval.**

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1. Section 38 (1) of the Localism Act 2011 requires the Council to produce a Pay Policy Statement for each financial year setting out details of its remuneration policy. Specifically, it should include the Council's approach to its highest and lowest paid employees. It draws on the Review of Fair Pay in the Public Sector (Will Hutton 2011) and concerns over low pay. Specifically, it should include the Council's approach to its highest and lowest paid employees and is published annually on the Council's website. For further information: [Cabinet report C-045-2023-24 can be viewed on this link.](#)
2. The Cabinet raised no questions on the Pay Policy Statement 2024/25 (attached) at the meeting on 18 March.
3. Therefore, we recommend to Council the approval of the Policy Statement 2024/25.