

Slough Borough Council

Report To:	Employment Committee
Date:	18 th January 2024
Subject:	Pay Policy Statement 2024/25
Chief Officer:	Sarah Hayward
Contact Officer:	Surjit Nagra – Assistant Director, Human Resources
Ward(s):	Not Applicable
Exempt:	No
Appendices:	Appendix A - Pay Policy Statement 2024/25 Appendix B - Pay Scales

1. Summary and Recommendations

- 1.1 This report sets out to provide members with an update of the revisions to the Pay Policy Statement for the financial year 2024/25 as required by the Localism Act 2011.

Recommendations:

Committee is recommended to:

- a) approve the Pay Policy Statement 2024/25, as attached at Appendix A,
- b) recommend the Pay Policy Statement for formal approval by Full Council for publication.

Commissioner Review

The Commissioners are content with the recommendations in this report.

Introduction and Background

- 2.1 Committee is required to approve the review of the Pay Policy Statement and forward to Full Council to approve and publish the Pay Policy Statement as required annually.
- 2.2 The Pay Policy Statement enables residents to understand the Council's pay policy for senior staff and how it relates to the salaries of the lowest paid. It provides transparency and enables residents to assess whether salaries paid represent value for money.
- 2.3 The Pay Policy Statement covers the financial year 2024/25.
- 2.4 When the national cost of living award for 2024/25 is agreed the pay scales will be updated and implemented according to the increase in pay levels.

- 2.5 Once approved by Full Council the Pay Policy Statement 2024/25, as attached at Appendix A will be published on the Council's website.

3. Implications of the Recommendation

3.1 Financial implications

The expected costs of all Council salaries are included within the annual revenue budget.

3.2 Legal implications

- 3.2.1 Local Authorities are required by section 38 of the Localism Act 2011 (the Act) to prepare a pay policy statement and have regard for any guidance issued under section 40 of the Act and the Supplementary Guidance (on openness and accountability) released in February 2013. The policy statement should cover several matters concerning the pay of the authority's staff, principally Chief Officers.

The Pay Policy Statement appended to this report has been reviewed and meets the requirements of the Localism Act.

3.3 Risk management implications

- 3.3.1 There are no risks arising out of this report.

3.4 Environmental implications

- 3.4.1 There are no environmental implications arising out of this report.

3.5 Equality implications

- 3.5.1 There are no equality implications arising out of this report.

3.6 Procurement implications

- 3.6.1 There are no procurement implications arising out of this report.

3.7 Workforce implications

- 3.7.1 There are no workforce implications arising out of this report.

3.8 Property implications

- 3.8.1 There are no property implications arising out of this report.

4. Background Papers

None