

This Report will be made public on 5 March 2019.



Report Number **A/18/24**

To: Council
Date: 13 March 2019
Status: Non-executive Decision
Head of Paid Service: Susan Priest
Cabinet Member: Councillor David Monk, Council Leader

SUBJECT: PAY POLICY STATEMENT 2019/20

SUMMARY: This report considers the recommendation from the Personnel Committee and presents an updated pay policy statement for 2019/20 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/18/24
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 2018/19

1. INTRODUCTION

- 1.1 On 7th March 2019, Personnel Committee considered report P/18/07. That report and its appendix are attached as appendices 1 and 2 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 by the 31st March 2019.

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 2019/20.*
- 2.2 The actual recommendation 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 (DK)

There are no legal implications arising directly out of this report, relevant issues having been addressed in each of the appendices.

- 4.2 Finance Officer's Comments (LH)

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

Appendix

Appendix 1 – Report P/18/07 Personnel Committee – 7 March 2019

Appendix 2 – Report P/18/07 Personnel Committee – 7 March 2019

appended Pay Policy Statement 2019/20