

This Report will be made public on 25 April 2022

Report Number **A/22/11**

To: Council
Date: 4 May 2022
Status: Non-executive Decision
Head of Paid Service: Susan Priest
Cabinet Member: Councillor David Monk, Council Leader

SUBJECT: PAY POLICY STATEMENT 2022/23

SUMMARY: This report considers the recommendation from the Personnel Committee and presents a refreshed pay policy statement for 2022/23 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/22/11.
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.
4. To approve that Part 5/5 of the Constitution (Personnel Committee Terms of Reference) is updated at section 3.1(c) to state 'to make recommendations to Council on the appointment of Chief Officers as defined in Part 2/27 para 11.1.2(a)'.

1. INTRODUCTION

- 1.1 On 14th April 2022, Personnel Committee considered report P/21/09. 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 recommendations from personnel committee are as follows:
 - *To recommend to council that it under S38(1) Localism Act 2011 the Pay Policy Statement appended to this report for 2021/22 be approved.*
 - *To recommend to council that Part 5/5 of the Constitution (Personnel Committee Terms of Reference) is updated at section 3.1(c) to state 'to make recommendations to Council on the appointment of Chief Officers as defined in Part 2/27 para 11.1.2(a)'*

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/21/09 Personnel Committee – 14 April 2022 with appendices