

This Report will be made public on 13 July 2021



Report Number **A/21/08**

To: Council
Date: 21 July 2021
Status: Non-executive Decision
Responsible Officer: Susan Priest, Chief Executive
Cabinet Member: Councillor David Monk, Council Leader

SUBJECT: PAY POLICY STATEMENT 2021/22

SUMMARY: This report considers the recommendation from the Personnel Committee and presents an updated pay policy statement for 2021/22 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/21/08.
2. To consider the recommendations 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.

1. INTRODUCTION

- 1.1 On 10th June 2021, Personnel Committee considered report P/21/02. 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.
- 1.3 In previous years Council has received this report and appendices in March to enable publication of the statement by 1st April each year. The report has been delayed this year due to the initial introduction of the exit pay cap regulation in November 2020 which was then revoked in late February due to unforeseen and unintended consequences that would arise if the regulations were enforced. This change meant that the original report to Personnel Committee in February 2021 (P/20/08) required revising at the next available meeting and in the meantime a 'draft awaiting Council approval' has been available on our website.

2. PROPOSED RECOMMENDATION

- 2.1 The recommendation from personnel committee is 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.*
- 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 (NM)

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/21/02 Personnel Committee – 10 June 2021
Appendix 2 – Report P/21/02 Personnel Committee – 10 June 2021
appended Pay Policy Statement 2021/22