

Recommendations to the Council

1. Pay Policy Statement 2024/25 - Section 38 of the Localism Act 2011

- 1.1 It is a legal requirement of the Localism Act 2011 for Staffordshire County Council to have a Pay Policy statement. There is also a statutory requirement under the Localism Act 2011 for the local authority to prepare a pay policy statement on an annual basis.
- 1.2 The current procedure for special committee (recruitment) in appointing chief officers and the remit of the remuneration committee regarding senior leadership pay matters, involves elected members. These are transparent procedures contained in the Council's constitution. Therefore, the pay policy statement builds upon what is already a transparent process, under which elected members are fully accountable.
- 1.3 Nothing in the provisions of the act or draft guidance supersedes the Council's existing responsibilities and duties placed on the council as an employer under relevant employment legislation.

2. Recommendation

- 2.1 That Council approves the Pay Policy Statement for 2024/2025
 - 2.2 That Council acknowledge the ratio between the lowest paid and highest paid employee has reduced from 1:11 to 1:9.
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