

# East Herts Council Report

## Human Resources Committee

**Date of Meeting:** 05 February 2025  
**Report by:** HR and Organisational Development Service  
Manager  
**Report title:** Pay Policy Statement 2025/26  
**Ward(s) affected:** N/A

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## Summary

### RECOMMENDATIONS FOR Council:

**a) That the Pay Policy Statement 2025/26 be approved.**

### 1.0 Proposal

1.1 The Pay Policy Statement 2025/26 has been recommended for comment at the Human Resources Committee by the HR and OD Service Manager. It is to be approved by Council on 26 February 2025. Members are invited to comment on the Pay Policy Statement 2025/26.

### 2.0 Background

2.1 A pay policy statement is required to be produced annually under sections 38 of the Localism Act. Regard is to be had to guidance section 40 from the Secretary of State in producing this statement.

2.2 A pay policy statement for a financial year must set out the Authority's policies for the financial year relating to:

- the remuneration of chief officers
- the remuneration of the lowest paid employees
- the relationship between chief officers remuneration and that of other officers

2.3 "Remuneration" for the purposes of this statement includes three elements:

- basic salary
- pension

- all other allowances arising from employment

- 2.4 The objectives of the report are to:
- a) ensure a capable and high performing workforce;
  - b) ensure simplicity, clarity and fairness between employees and between the council and the community;
  - c) differentiate between remuneration and other employee related expenses.

### **3.0 Report**

- 3.1 The Pay Policy Statement 2025/26 can be found at Appendix A.
- 3.2 The Pay Policy Statement framework for East Herts Council has not yet been updated in line with the pay award for 25/26 in terms of reference to salary scales, salary levels and multipliers (as this has not yet been negotiated and agreed).
- 3.3 No significant changes to the overall framework it supports have been made.

### **4.0 Options**

N/A - publishing the Pay Policy Statement on an annual basis is a statutory requirement. The statement will be published on the Council Website once it is approved and will be formatted into an accessible document before publication.

### **5.0 Risks**

N/A

### **6.0 Implications/Consultations**

#### **Community Safety**

No

#### **Data Protection**

No

## **Equalities**

No

## **Environmental Sustainability**

No

## **Financial**

Yes – The Pay Policy Statement has been shared with the Head of Strategic Finance and Property and budgets set have been based on the pay changes agreed.

## **Health and Safety**

No

## **Human Resources**

Yes – Policy Statement produced by Head of HR&OD

## **Human Rights**

No

## **Legal**

Yes – Head of Legal and Democratic Service has confirmed that statutory requirements have been met.

## **Specific Wards**

No

## **7.0 Background papers, appendices and other relevant material**

### **7.1 Appendix A – Pay Policy Statement 2025/26**

## **Contact Officer**

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## **Report Author**

As above

## **Executive Member for Corporate Services**

Cllr Joseph Dumont - Portfolio Holder for HR &  
OD

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