

East Herts Council Report

Human Resources Committee

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

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 approval by the HR and OD Service Manager and the Human Resources Committee to the Council on 26 February 2025. Members are invited to approve 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.

2.5 The Pay Policy 2025/26 went to the Human Resources Committee on 5th February 2025 and was recommended to be sent for approval by Council.

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

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