

Somerset Council

Full Council
20 February 2024



Report of the Human Resources Committee: Pay Policy Statement - for decision

Chair: Councillor Theo Butt Phillip – Lead Member for Transformation and Human Resources

Lead Officer: Alyn Jones – Executive Director – Strategy, Workforce and Localities

Authors: Alyn Jones – Executive Director – Strategy, Workforce and Localities, Josh Barrett – Senior Democratic Services Officer

Contact Details: 01823 355917 – josh.barrett@somerset.gov.uk

1. Summary

1.1 The HR Committee forms a key part of the Council's constitutional arrangements which underpin the aims and delivery of the Somerset Council Plan. The committee exercises delegated authority from the Council in respect of the approval of the Council's HR policies. However, legislation requires the Pay Policy Statement (PPS) itself to be approved by Full Council. The PPS needs to be approved in time for implementation from the beginning of the financial year 24/25. The Committee also noted that the PPS will require in-year amendments to reflect the 2024/25 pay awards once agreed.

2. Recommendations

2.1 The HR Committee agreed to recommend that Full Council to approve the Pay Policy Statement (PPS) for 2024/25.

3. Background Papers and Appendices

1.3 Appendix 1 – Somerset Council Pay Policy Statement 24/25.

The Council's duty under Section 149 of the Equality Act 2010 is to have "due regard" to the matters set out in relation to equalities when considering and making decisions. There are no direct equality impacts associated with the proposed changes to Pay Policy Statement. There are also no direct impacts on sustainability, health and safety, community safety or privacy aspects as a result of the recommendations.