

GENERAL PURPOSES COMMITTEE

WEDNESDAY, 12TH FEBRUARY, 2025

PRESENT: Councillor J Lewis in the Chair

Councillors S Arif, D Coupar,
L Cunningham, W Dixon, E Flint, S Golton,
W Kidger, J Lennox, J Pryor, A Rontree,
R. Stephenson and I Wilson

19 Appeals against refusal of inspection of documents

There were no appeals against the refusal of inspection of documents.

20 Exempt Information - possible exclusion of the press and public

There were no resolutions to exclude the public.

21 Late items

There were no late items.

22 Declaration of Interests

There were no declarations of interest.

23 Apologies for absence

There were no apologies submitted.

24 Minutes of the last meeting

RESOLVED – That the minutes of the meeting held on the 11th December 2024 be approved as a correct record.

25 Approval of Pay Policy Statement 2025/26

The report of the Chief Officer, Human Resources set out the Council's Annual Pay Policy Statement for 2024/25 (Appendix A). This was required under the Localism Act 2011 and must be annually approved by Full Council before 31 March each year.

The Head of Human Resources was in attendance to present the report.

The Committee was informed that there was an amendment to the minimum hourly pay rate of £12.60 to mirror the Living Wage Foundation minimum rate as detailed in the report. The minimum rate would be £12.69. This would not incur any additional costs to the Council.

Following questions from Members, it was agreed to supply the Committee with information relating to the use of private service company consultants. It

was also reported that the Council was not an accredited Living Wage Employer but had a commitment to pay the minimum living wage subject to affordability.

RESOLVED –

(1) That the contents of the Pay Policy Statement 2025/26 at Appendix A and the content as set out in Appendix B be noted.

(2) That subject to the amendment relating to the minimum living wage, Full Council be recommended to:

(a) Approve the Pay Policy Statement for the 2025/26 financial year as attached in Appendix A.

(b) Resolve that the data in the Pay Policy Statement be updated once national pay negotiations for the 2025/26 financial year are concluded.

(c) Note that the Chief Officer (HR) has existing delegated authority to make any necessary adjustments to the Council's pay scales arising from nationally agreed pay awards.

26 Date and Time of Next Meeting

Wednesday, 23 April 2025 at 11.00 a.m.