

Meeting of the Employment Committee (25 January 2024)

Chair: County Councillor Phillippa Williamson

Part I (Open to Press and Public)

The Localism Act 2011 – Pay Policy Statement 2024/25

The committee considered the updated Pay Policy Statement 2024/25, presented by Deborah Barrow, Head of Human Resources.

The Pay Policy Statement 2024/25 was recommended to Full Council at its Budget Meeting held on Friday 23 February 2024.

Resolved: That

- i) The Pay Policy Statement 2024/25 be recommended to Full Council for approval; and
- ii) The Pay Policy Statement 2024/25 and annexes be updated to incorporate the uplifts to pay when the 2024/25 Local Government Services pay award is agreed, and 2024/25 increases to pension contributions, allowances, expenses, and payable enhancements when this information is available.

Foundation Living Wage Payment Method and Apprentice Pay Rate

The committee considered a report on the outcome of a review of the Foundation Living Wage payment method and Apprentice pay rate, presented by Mark Wynn, Executive Director of Resources and Deborah Barrow, Head of Human Resources.

Resolved: That

- i) Approval be given to change the Foundation Living Wage payment method to a hybrid model, as set out in the report;
- ii) Noting that the current entry level Apprentice pay rate is £11.59 per hour and from April 2024 the National Living Wage will be £11.44 per hour, approval be given to align the entry level Apprentice pay rate at the upper National Living Wage rate; and



- iii) Further to ii), approval be given to "red circle" the current entry level Apprentice pay rate until it is increased in line with the National Living Wage pay rate from April 2025 and in future years.

Matters Arising under Urgent Business since the Last Meeting

The committee considered a report which summarised the decisions taken under the Employment Committee's Urgent Business procedure since its last meeting.

Resolved: That the matters arising under Urgent Business since the last meeting be noted.

