



North Devon Council

Report Date: Wednesday, 26 February 2025

Topic: Statutory Pay Policy

Report by: Nikki Gordon, Head of Organisational Development

1. INTRODUCTION

1.1. This report details the Council's Statutory Pay Policy, which under Section 38 of the Localism Act 2011 must be agreed annually by Full Council.

2. RECOMMENDATIONS

2.1. That the report, its Appendix and Annex thereto, be approved.

3. REASONS FOR RECOMMENDATIONS

3.1. There is a statutory requirement for Full Council to agree a Statutory Pay Policy by March each year.

4. REPORT

4.1. The attached draft Statutory Pay Policy Statement sets out the background to this matter and details the Council's policy which, subject to the agreement of members, will be published on the Council's web site.

4.2. The Appendix to the draft Statutory Pay Policy Statement details the remuneration arrangements of the Chief Officers concerned.

5. RESOURCE IMPLICATIONS

5.1. The remuneration arrangements are all contained within the existing revenue budget approved by Members of Full Council. Failure to publish a Statutory Pay Policy would leave the Council open to challenge and the opportunity costs associated with dealing with enquiries for information which would otherwise be available online.

6. EQUALITIES ASSESSMENT

6.1. Please refer to paragraph 7.1 of the attached Statutory Pay Policy Statement.

7. CONSTITUTIONAL CONTEXT

7.1. Part 2, Article 4, paragraph 4.5.18

7.2. Council power

8. STATEMENT OF CONFIDENTIALITY

8.1 This report contains no confidential information or exempt information under the provisions of Schedule 12A of 1972 Act.



9. BACKGROUND PAPERS

9.1. The following background papers were used in the preparation of this report: Localism Act 2011 and 2024 report to Council by Head of Organisational Development, Statutory Pay Policy Statement and Appendix thereto (The background papers are available for inspection and kept by the author of the report).

10. STATEMENT OF INTERNAL ADVICE

10.1. The author (below) confirms that advice has been taken from all appropriate Councillors and Officers: Senior Management Team and Financial Services.