

## **Recommendations to the Council**

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### **Pay Policy Statement 2021/22 - Section 38 of the Localism Act 2011**

It is a legal requirement of the Localism Act 2011 for Staffordshire County Council to have a Pay Policy statement. There is also a statutory requirement under the Localism Act 2011 for the local authority to prepare a pay policy statement on an annual basis. A copy of the draft Pay Policy Statement 2021/22 is attached.

The current procedure for special committee (reward and recruitment) in appointing chief officers already involves elected members. It is a published and transparent procedure contained in the Council's constitution. Therefore, the pay policy statement is sufficient to build upon what is already a transparent process, under which elected members are fully accountable.

Nothing in the provisions of the act or guidance supersedes the Council's existing responsibilities and duties placed on the council as an employer under relevant employment legislation.

**Recommendation** - That Council approves the Pay Policy Statement for 2021/2022.