

**Decision Maker:**       **COUNCIL**

**Date:**                   **Monday 26 February 2024**

**Decision Type:**       Non-Urgent                               Non-Executive                               Non-Key

**Title:**                   **PAY POLICY STATEMENT 2024/25**

**Contact Officer:**       Graham Walton, Democratic Services Manager  
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**Chief Officer:**        Tasnim Shawkat, Director of Corporate Services and Governance

**Ward:**                   All

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1.    Reason for decision/report and options

- 1.1   Under the Localism Act 2011 the Council is required to publish a Pay Policy Statement which must be approved by full Council every year. At its meeting on 6<sup>th</sup> February 2024, the General Purposes and Licensing Committee received the attached report and proposed Pay Policy Statement and recommended its approval by Council.
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2.    **RECOMMENDATION**

**Council is recommended to approve the 2024/25 Pay Policy Statement.**

Impact on Vulnerable Adults and Children

1. Summary of Impact: Not Applicable

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Transformation Policy

1. Policy Status: Existing Policy
2. Making Bromley Even Better Priority:  
(5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.

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Financial

1. Cost of proposal: No Cost
2. Ongoing costs: Not Applicable
3. Budget head/performance centre: Not Applicable
4. Total current budget for this head: Not Applicable
5. Source of funding: Not Applicable

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Personnel

1. Number of staff (*current and additional*): Chief Officers and Deputy Chief Officers as defined in the Local Government & Housing Act.
2. If from existing staff resources, number of staff hours: Not Applicable

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Legal

1. Legal Requirement: Statutory Requirement
2. Call-in: Not Applicable; Full Council decisions are not subject to call-in

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Procurement

1. Summary of Procurement Implications: Not Applicable

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Property

1. Summary of Property Implications: Not Applicable

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Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications: Not Applicable

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Impact on the Local Economy

1. Summary of Local Economy Implications: Not Applicable

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Impact on Health and Wellbeing

1. Summary of Health and Wellbeing Implications: Not Applicable

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Customer Impact

1. Estimated number of users or customers (*current and projected*): Not Applicable

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Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: Not Applicable

<b>Non-Applicable Headings:</b>	Adults & vulnerable children, Policy, Finance, Personnel, Legal, Procurement, Property, Carbon Reduction, Local Economy, Health and Wellbeing, Customer, Ward Councillors
Background Documents: (Access via Contact Officer)	See attached report.

