

BIRMINGHAM CITY COUNCIL

**EXTRAORDINARY CABINET
MEETING TUESDAY, 27
FEBRUARY 2024**

**MINUTES OF A MEETING OF THE EXTRAORDINARY CABINET
COMMITTEE HELD ON TUESDAY 27 FEBRUARY 2024 AT 1000 HOURS
IN COMMITTEE ROOMS 3&4, COUNCIL HOUSE, VICTORIA SQUARE,
BIRMINGHAM, B1 1BB**

PRESENT: - Councillor John Cotton, Leader in the Chair

Councillor Nicky Brennan, Cabinet Member for Social Justice, Community Safety and Equalities
Councillor Liz Clements, Cabinet Member for Transport
Councillor Jayne Francis, Cabinet Member for Housing and Homelessness
Councillor Majid Mahmood, Cabinet Member for Environment
Councillor Karen McCarthy, Cabinet Member for Children, Young People and Families
Councillor Robert Pocock, Interim Cabinet Member for Health and Social Care
Councillor Saima Suleman, Cabinet Member for Digital, Culture, Heritage and Tourism
Councillor Sharon Thompson, Deputy Leader of the City Council

ALSO PRESENT:-

Councillor Robert Alden, Leader of the Opposition (Conservative)
Councillor Albert Bore, Chair of Coordinating Overview & Scrutiny (Labour)
Councillor Roger Harmer, Leader (Liberal Democrat)
Councillor Meirion Jenkins, (Conservative)
Professor Graeme Betts, Director, Adult Social Care (DASS)
Richard Brooks, Director, Strategy Equalities and Partnerships
Deborah Cadman, Chief Executive
Craig Cooper, Strategic Director of City Operations
Katy Fox, Director of People Services
Fiona Greenway, Interim Finance Director and Section 151 Officer
Paul Kitson, Strategic Director Places, Prosperity & Sustainability
Paul Langford, Strategic Director, City Housing
Mandeep Marwaha, Committee Services
Helen Price, Director of Children & Families Strategy, Transformation & Commissioning
Marie Rosenthal, Interim City Solicitor and Monitoring Officer
Jo Tonkin, Deputy Director, Public Health

NOTICE OF RECORDING/WEBCAST

312. The Chair welcomed attendees and advised, and the Committee noted, that this meeting will be webcast for live or subsequent broadcast via the Council's Public-I microsite ([please click this link](#)) and that members of the press/public may record and take photographs except where there are confidential or exempt items.
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APOLOGIES

313. Apologies for lateness were submitted on behalf of Councillor Jayne Francis. She would be joining later during the meeting.

An apology for absence was submitted on behalf of Councillor Brigid Jones for her inability to attend the meeting. In addition, the Director of Children Services, Sue Harrison submitted her apologies and her inability to attend the meeting.

DECLARATIONS OF INTERESTS

314. The Chair reminded Members that they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at the meeting.

If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.

If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.

Any declarations will be recorded in the minutes of the meeting. At this juncture, the Leader advised the Interim City Solicitor and Monitoring Officer had arranged for dispensation for both the Cabinet Members and Observers at the meeting. This was to allow Members to participate in discussions where they may have had a disclosable pecuniary or personal interest.

EXEMPT INFORMATION – POSSIBLE EXCLUSION OF THE PRESS AND PUBLIC

There were no matters or points of clarification raised by Members on the exempt appendices therefore, the Chair advised the meeting would continue in public to consider the recommendations.

315. RESOLVED:-

That, in accordance with Regulation 4 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, the public be excluded from the meeting during consideration of those parts of the agenda designated as exempt on the grounds that it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present there would be disclosure to them of exempt information.

REPORT UNDER SECTION 25 OF THE LOCAL GOVERNMENT ACT 2003

The Leader introduced the item and advised that the report sets out the professional opinion and recommendations of the City Council's Section 151 Officer advice to Cabinet and to Full Council when considering the 2024-25 Budget and the Council Tax calculation. Members were advised, appendix 1 of the report sets out the professional opinion of the Section 151 Officer which was undertaken in consultation with the Leader, Deputy Leader, Cabinet Member for Finance and Resources, Statutory Officers, and the Commissioners.

It was noted the Council was in a precarious position with a budget gap of £300 million pounds over the next two financial years. A savings proposal of £149.8 million pounds had been identified for 2024-25 financial year with an additional £76.3 million pounds for 2025-26. The Council's net expenditure budget for 2024-25 was 24% higher than the £925 million pounds of Council Tax and Business Rates income that was expected for 2024-25. As a result, the Council was reliant on exceptional financial support from the Department for Levelling Up Communities and Housing (DLUCH) to set the budget for the year ahead. The issues that were faced on the Council's financial position was set out within the report. In addition, the report highlighted the risks in delivering the budget and mitigations.

At this juncture, the Leader thanked the Section 151 Officer and Officers for their hard work for the Section 25 Notice and the support in drafting the budget.

The Interim Cabinet Member for Health and Social Care highlighted majority of the savings identified was related to inflation and the increasing level of demand on services within the city, in particular Adult Social Care. It was recognised there was a systemic crisis in Local Government across the Country where Councils were in similar situations. The national context of the situation had to be noted.

Councillor Alden commented on Appendix 1 of the report (Draft Report under Section 25 of the Local Government Act 2003). Reference was made to the Council Tax and the reasons for the increase. He noted reference to actual figures was not quoted in an official document to Government. Further comments were made around the need to retain workforce. The report highlighted the financial mismanagement as being 'deep rooted' within Birmingham City Council which members felt was a damning statement for

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Birmingham. The organisation had to improve on various areas such as culture; difficulties in issuing the budget; Oracle - where another £45 million was requested for over the next two years and reliance on financial information; issues around Equal Pay Liability; Job Evaluation Scheme to be implemented by 1st April 2025. He sought assurances to ensure this was on track to be delivered.

Furthermore, Members were reminded about the issues raised in the statutory recommendations by the External Auditors and the Centre of Governance report. Unique issues associated with Birmingham and wider problems around Governance and accountability was largely unaddressed even though there was awareness of this for some time. This was highlighted in the Centre of Governance report.

In June 2024, it was announced there was a potential liability of £760 million pounds however, page 43 of the report (request to Government), this indicated the current equal pay liabilities. It was highlighted including the HRA, the new potential equal pay liability was £867 million pounds, therefore an increase since the announcement in June 2024.

At this juncture, Councillor Harmer declared his wife was a teacher for a school in Birmingham and this had been factored into the dispensation given by the Interim City Solicitor and Monitoring Officer. He thanked the Section 151 officer and her team for the work undertaken.

Councillor Harmer commented on the impact of the budget cuts would have on the residents as vital services would be cut. There would be a 21% increase in Council Tax as well as the loss of assets which would have a longstanding impact on the City. He reflected on earlier comments on the national situation. Reference was made to the equal pay liability, selling of assets and ongoing issues on the implementation of Oracle. It was noted it could take up to £100 million to ensure Oracle was corrected however, this had now increased to £131 million. Governance and culture across the organisation had to change. Concerns were raised that the administration was focused on the external challenges whereas it was the internal cultural challenges that had to be prioritised.

The Director of Finance, Section 151 Officer indicated the importance of the Section 25 Statement could not be underestimated. The issues the Council faced was demonstrated within the document. Both Cabinet and Council had to take the Section 25 Statement into account. The presented budget was credible and deliverable, on the basis that there were a number of arrangements in place throughout the 2024/25 financial year. An extensive summary of the report was shared with Cabinet. It was clear that some of these arrangements were not yet in place, however this must be done at pace to assure the delivery of the budget.

The Cabinet Member for Transport emphasised all members of Cabinet had read the Section 25 report. It was recognised the hard work the Interim Director of Finance, Section 151 Officer had placed into the document and the robust budget. The new leadership of the Council recognised the extent of the crisis. Reference was made the Highways Maintenance which was having a large

impact on the budget setting. The Centre of Governance and Scrutiny Report made a number of recommendations for the Executive in particular around Culture of the organisation. All Councillors across political parties had to work together.

In summing up, the Leader echoed comments made by Members around the good work and diligence undertaken by the Interim Director of Finance, Section 151 Officer. Members across the Council had recognised the extreme pressure the finance team had been working under. The Leader was clear since he had been appointed that the specific challenges Birmingham faced would be taken seriously in particular, Equal Pay, implementation of the Oracle system, and Job Evaluation etc. Close work was taking place with the Commissioners as this was fundamental to the Improvement and Recovery Plan. Councils across the country was facing similar situations and the crisis of financing across Local Government. The Leader asked all Members across the organisation to reflect on what was happening across Local Government.

316. RESOLVED UNANIMOUSLY: -

That Cabinet noted the report under Section 25 of the Local Government Act 2003, in relation to the budget for the 2024/25 financial year.

THIS DECISION WAS NOT SUBJECT TO CALL IN.

RESPONSE TO BUDGET SCRUTINY TASK AND FINISH GROUP REPORT

The Leader introduced the item and advised this work had taken place by Budget Scrutiny Task and Finish Group. The report had been presented to Finance and Resources Overview and Scrutiny Committee in January 2024. Rigorous work took place during November to January including engagement with cross political parties to facilitate the Budget setting in an open and transparent way across the Council.

The Leader thanked the Chair of the Task and Finish Group, Councillor Sir Albert Bore for leading on this work. Recommendations were outlined in appendix 1 with the responses to these set out in appendix 2 of the report. Majority of the recommendations had been accepted however, the remainder noted for consideration. The Task and Finish Group had been invited in scrutiny of the budget setting proposals to ensure these were deliverable and risks were accounted for.

Councillor Sir Albert Bore gave an overview of the work involved. He informed Cabinet extensive work that had taken place within this area. Scrutiny would continue monitor this work as part of their work programme. He drew members attention to the report within the agenda pack which contained an exempt watermark. This no longer applied as this watermark was placed for when the report went to Finance and Resources Overview and Scrutiny Committee. The exempt classification ended when the report was submitted to Cabinet.

Councillor Alden thanked Members, Scrutiny Officers and Finance Officers involved in the Budget Setting Task and Finish Group for their time and

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contributions to this work. Scrutiny Committee was able to invite Directorates to provide further information on areas where this was required. Reference was made to point 1.2 within the report where a cross section of Members from political parties challenged key elements of the budget process. The Task and Finish Group were not endorsing the budget however, assisting the Council with a robust budget setting. It was recognised Cabinet had provided a comprehensive response which had been noted however, Councillor Alden sought assurances from the Cabinet Members around the delivery of the savings and to ensure the same engagement remained during the year to ensure savings stay on track.

The Cabinet Member for Digital, Culture, Heritage and Tourism thanked Members for the extensive cross-party work. She welcomed the continued input of Scrutiny alongside the implementation phase of the savings. Reference was made to the continued challenges Birmingham faced however, the organisation had responsibility to ensure the Council moved to a sound financial position. The Council had to transform to deliver services for residents. The recommendations were noted around the role DTS as part of the transformation as well as the partnership work to support the Arts Sector.

Councillor Harmer extended his appreciation for all the hard work undertaken during this process and highlighted the value of Scrutiny. He was sceptical around some of the comments made in response to the points raised by Scrutiny i.e. around service areas not undertaking what had been indicated in the report. This would be a test to see if the cultural change had been delivered in the Council. He suggested this work to be revisited in the coming months and to see what progress had been made.

The Cabinet Member for Environment was pleased to see the proposed budget proposals was shared with a cross party group of Councillors for consideration. Some of the observations within this portfolio was already actively on the radar including introduction of direct debt payments for card and waste. In addition, traffic management measures by carparking charges being introduced in some parks. The ending of all bank holiday working for waste collection crews was considered, as it worked well over the Christmas and New Year period. Expert Operational advice had been considered by the recently appointed Senior Management within the Service. It was concluded that work had to continue and to be covered over the bank holidays. The Waste Transformation Plan was a key part to the budget proposal and to make significant and positive changes to the Street Scene.

The Chair concluded it was clear the importance of this work on a cross party basis through Overview and Scrutiny. This would be an ongoing feature of the budget process as it provided an additional degree of assurance around the robust savings proposals. This had been positive to the process. Cabinet would continue to engage with Scrutiny over the next phase of delivery and work parallel to build and develop the 2025-26 Budget plans.

317. RESOLVED UNANIMOUSLY: -

That Cabinet noted the Response to the Budget Scrutiny Task & Finish Group, specially the responses outlined at Appendix 2 to the report and agreed to take

in to account the recommendations in consideration of the draft 2024/25 budget.

THIS DECISION WAS NOT SUBJECT TO CALL IN.

**2024/25 BUDGET SETTING FOR GENERAL FUND REVENUE ACCOUNT,
2024/25 TO 2027/28 CAPITAL PROGRAMME AND 2024/25 TREASURY
MANAGEMENT STRATEGY AND POLICY**

The Leader made introductory comments on the report. He informed Members the report sets out the plans to save more than £300 million pounds over the next two years. It was noted there was specific problems related to Birmingham that had to be resolved including Equal Pay Liability and the issues around the implementation of Oracle system. Reassurance was provided to residents of the City that work was taking place to resolve these issues and there would be accountability for what went wrong. The Leader insisted that Government undertook an independent inquiry on the issues Birmingham had faced. Majority of the budget cuts was due to inflation and increased demands in areas such as Adult Social Care.

He highlighted Central Government determined how much money was allocated across services. Over the last decade, a billion pounds had been taken out due to Government cuts. Budget cuts had been made to areas that were no longer required to balance the budget however, this year everything remaining was now essential. Councils across the country were now facing smaller budgets with higher costs therefore, the level of cuts was now unprecedented, and challenges had to be tackled.

The presented budget would impact services across the Council however, efforts had been made to protect the frontline in Adult Social Care and Children and Young Families Services.

The Leader was apologetic for the position of Birmingham including the Council Tax to increase by 9.99%. He recognised the most vulnerable had to be protected. The Council Tax Support Scheme had been retained allowing a quarter of Birmingham 's 461,000 households to obtain support with around 75,000 of households paying no Council Tax at all. The organisation required transformation to give the citizens of Birmingham the Council they deserved. In addition, new homes, jobs, and opportunities created in the City benefit the citizens of Birmingham. Accountability and transparency were required to rebuild trust.

Members were informed a series of statutory consultations and processes would be taking place following the commencement of the budget therefore, the Leader proposed a small amendment to recommendation 2.1(b) to add the words **“and notes that individual savings may be subject to public consultation before they can be implemented.”**

The Deputy Leader thanked officers for their due diligence on the work around the budget setting. It was recognised the impact this would have on local communities however; the challenges would need to be tackled. It was noted

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Councils across the Country were facing several challenges with increasing demand for services coupled with the cost-of-living crisis. Careful consideration had been taken for the most vulnerable citizens of Birmingham and financial assistance. She highlighted the budget setting process did not end on 5th March 2024, as the Council would be launching a series of consultations to allow citizens to shape local services and facilities in the future. Discussions had taken place with officers to see how residents' consultation, participation could take place i.e. to explore the design and delivery of services. This would involve engagement with partners across the city too.

It was unfortunate the Household Support Fund had not been renewed in the Autumn Statement. Members had been actively lobbying for the continuation. A number of welfare schemes to support citizens of Birmingham including food banks etc. Further details around this was shared with members.

At 1048 hours, the Cabinet Member for Housing and Homelessness joined the meeting.

Councillor Alden referred to page 105 of the report and the additional funding for Oracle. He highlighted a further £45 million pounds over the next two years would be required and he sought assurance from the Cabinet that this money allocated for Oracle would resolve the issue or would more funding be required thereafter. Reference was made to the Household Support Funding, and he agreed this should have been renewed. Members were reminded eight out of ten savings were written off last year and this could not happen this year therefore, it was important to deliver the savings. Assurances from the Cabinet Members was sought to understand how Cabinet members would deliver in their portfolio areas. Inflation was another area outlined by the Councillor as last year the budget had not been set correctly hence the increase indicated now.

Reference was made to the Council's actual spending next year where the gross expenditure was 2023-24 (page 204 of the report) was £3.8 billion pounds. Next year 2024-25, the Council budgeted a gross expenditure of £4.17 billion pounds which was an additional £350 million pounds (gross). An additional £200 million pound (net) was noted for this financial year. Questions were raised if there was anything that members were not being told and assurances from the Cabinet was sought as last year there was an unfunded liability which the rest of the Councillors were not aware of.

Councillor Alden requested for a personal commitment from all Cabinet Members that there was no unfunded liabilities with the budget presented.

Councillor Harmer raised points around public consultation and agreed these were important e.g. for libraries. It was essential this was looked at creatively to deliver the savings but also maintain most of the infrastructure in the communities to build upon.

Concerns were raised around the consultation which took place on the services that were most valued. It was noted there was no reference to this consultation in the report. It was vital to engage closely with local communities in order to bring the Council back into a balanced place. Further concerns were raised

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around the pilot Neighbourhood Action Co-ordinators, as these brought value for money. Ward Forum meetings were beneficial and were now being reduced from approximately 6 meetings per year to 3. These were valuable to maintain engagement with the public. It was queried if central meetings of the Council were being reduced.

At this juncture, several Cabinet Members gave a summary of areas affected within their portfolios as part of the Budget setting.

The Interim Cabinet Member for Health and Social Care made points on the following areas within Adult Social Care; More focus would take place on high priority basic services, these would be protected; there was an increase in the total budget by £50 million pounds; Net budget increased from £426 million pounds to £475 million pounds which was a 12% increase to service; extra resources where required; Protecting Care packages and catering for demand; explore efficiencies across Care and Day centres in collaboration with staff, residents and trade unions; trade unions were viewed as partners to seek solutions; Neighbourhood network Services and Commissioning with the NHS for the Integrated care Service.

In reference to Public Health Services, further points were made around; Innovative steps to explore how the Public Health Grant could assist with non-statutory local authority services; Tributes were made to officers within public health; find £3 million pounds Transition Funds to assist Health and Wellbeing Leisure Centres to move to a sustainable model in the future; supporting actions on illegal vaping; sport and leisure including profit share from services; supporting park rangers and creation on a Memorandum of Understanding to evidence Public Health Grant producing health benefits to citizens of Birmingham. This was recognised an exemplary work from Birmingham.

The Cabinet Member for Children, Young People and Families highlighted she had an additional dispensation for her role as an appointed trustee for Millennium Point Trust. The following points were highlighted within the portfolio; cash sum taken out of children, young people services was the largest across the Directorates however, the percentage on the Directorates was smaller than others; across local authorities, Children services was a contribution to a lot of the financial issues; Children Social Care had reached a good rating through Birmingham Childrens Trust; SEND services were increasing through SEND improvement Services including partnerships; 3 difficult areas where cuts were being made were noted as i) Youth Service, ii) Early Help and iii) Home to School Transport.

The Cabinet Member for Transport informed members she had received a dispensation for the five areas registered on her declaration of interests. Savings within this portfolio was around; Highways Maintenance and uncertain situation with Highways PFI; Drop Kerb Service would be reviewed; protect school patrol crossing service; licensing to generate income; enforcement including parking enforcement and looking for efficiencies and modernising service areas.

The Cabinet Member for Social Justice, Community Safety and Equalities referred to the Equality Impact Assessment (EIA) as part of the budget setting

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process and the report. In December 2023, a new way of undertaking the EIA was in place and she thanked the Equalities Team for their work. Each of the 84 EIA's produced underwent a rigorous quality assurance process to ensure they were consistent across the board. Details around the EIA was provided.

At this juncture, the Leader clarified the amendment to the recommendation as per the Interim City Solicitor and Monitoring Officer advised.

The Leader moved the following amendment to recommendation 2.1(b) to add the words **“and notes that individual savings may be subject to public consultation before they can be implemented.** There were no objections to this.

In summing up, the Leader referred to Budget Assurance. A detailed process had been undertaken to set the budget including the cross-party work with Overview and Scrutiny which allowed Members to challenge assumptions and deliverability of savings. This was parallel with a series of Budget Assurance Forums that Cabinet led as well as the Commissioner led Finance Board. Members of the Executive will hold officers to account for the delivery alongside Scrutiny engagement. The Section 25 report provided clarity with the independent oversight of the Commissioners in the process. It was recognised there was no easy choices however, key priorities would be protected and defended as much as possible with partner organisations. An extensive debate would be taking place at full Council meeting.

At this juncture, Councillor Alden referred to his previous question around assurance from Cabinet Members that there were no unfunded liabilities with the budget presented. In response, the Leader informed Section 25 report and other processes including Scrutiny that had been undertaken reported would provide the assurance.

318. RESOLVED UNANIMOUSLY: -

That Cabinet:-

- (i) Agreed and recommended to the City Council for approval at its Council Tax-setting meeting:-
 - (a) The 2024/25 draft General Fund net Revenue Budget of £1,150.870m (Sections 6, 7 and Appendix 2A refer);
 - (b) The 2024/25 and 2025/26 programme of proposed savings (Section 9 and Appendix 1 refer) and noted that individual savings may be subject to public consultation before they can be implemented;
 - (c) To apply additional premiums for empty homes, coming into effect on 1 April 2024, and for second homes on 1 April 2025 (Section 10, paragraphs 10.5 to 10.8 refer);
 - (d) The 2024/25 Reserves & Balances Policy (Section 11 and Appendix 3 refer);

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- (e) The 2024/25 Dedicated Schools Grant (DSG) funding allocation for Schools (Section 14 and Appendix 6 refer);
- (f) The 2024/25 to 2027/28 Capital Programme and Capital Strategy (Section 15, Appendices 7 and 8 refer);
- (g) The 2024/25 Treasury Management Policies and Strategy (Section 15, Appendices 7 and 8 refer);
- (h) To act in its capacity of accountable body to the Enterprise Zone (EZ) Programme, to approve the retention to Birmingham City Council General Fund of £3m of Business Rates receipts arising from the ringfenced EZ Collection Fund plus 50% of any sum in excess of £6m EZ Programme annual net surplus, as approved by the EZ Partnership Board (Section 17 refers);
- (i) The Corporate Equality Impact Assessment (Appendix 10 refers), as well as the Equality Impact Assessments for individual savings proposals at <https://www.birmingham.gov.uk/EqualityImpactAssessments>; and
- (j) The draft Council Tax requirement (Appendix 2B refers).

(ii) Agreed:

- (a) To note that the Budget Proposals in the report included the write off of the entire 2023/24 savings programme (including planned savings in that programme for 2024/25 and future years) (Section 9 refers);
- (b) To delegate authority to the Section 151 Officer, in consultation with the Cabinet Member for Finance and Resources, to use the Contingency Budget for those matters which may require an urgent response, subject to compliance with procurement rules. Any delegated decision would be reported through the normal procedures as set out in the Constitution and subsequent reporting via budget management reports to Cabinet;
- (c) To receive regular monitoring on the proposed savings and the overall budgetary performance of the Council;
- (d) To direct the Corporate Leadership Team (CLT) to progress the savings as set out in Appendix 1, following agreement of the City Council;
- (e) To note that the 2024/25 Housing Revenue Account (HRA) budget, and the Business Plan, as approved by Cabinet on 16 January 2024, would be shared with City Council, for information, on 5 March 2024;
- (f) To apply the Council's Exceptional Financial Support request of £1.255bn to enable the City Council to set a balanced budget for 2024/25. In particular, to include a 9.99% increase in Birmingham City Council's Council Tax element;
- (g) To approve the schedule of fees and charges, approving those with the

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delegations to Cabinet, and recommended all other fees and charges to the City Council meeting on 5 March 2024 (Appendix 9 refers);

- (h) To approve the incurring of expenditure funded by accepting external capital resources of £6,825,450 from the Department for Environment, Food and Rural Affairs to support the introduction of weekly food waste collection (Section 15, paragraphs 15.10 to 15.12 refer); and
- (i) To delegate authority to the Section 151 Officer, in consultation with the Leader and Cabinet Member for Finance & Resources, to make any amendments or corrections to the 2024/25 Draft Budget between now and submission to City Council on 5 March 2024.

THIS DECISION WAS NOT SUBJECT TO CALL IN.

At this juncture, the Leader withdrew from the Chair due to his personal interest and asked the Deputy Leader to take over the meeting as Chair. The Deputy Leader continued to Chair the meeting.

PAY POLICY STATEMENT 2023/24

The Deputy Leader (Chair) informed Members the Council had a legal requirement to publish a Pay Policy Statement on an annual basis. This statement must cover information such as ratio of highest paid employees against the workforce median earnings, method of all employee salaries is determine and how the statement has complied with. The 2023-24 Pay Policy Statement had now been produced and provided transparency in line with legislation. Members were informed the report was clear and concise and requested for Cabinet to recommend the Pay Policy Statement was taken to the next full Council meeting for approval. There were no comments made by the Members. The proposals by the Deputy Leader were agreed.

319. RESOLVED UNANIMOUSLY: -

That Cabinet recommended the Pay Policy Statement 2023/24 to Full Council for approval and publication.

THIS DECISION WAS NOT SUBJECT TO CALL IN

OTHER URGENT BUSINESS

320. No item of urgent business was raised.

The meeting ended at 1113 hours.

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CHAIRPERSON