

This item is subject to the general exception procedure. It is proposed to consider a budget and policy framework item on the date shown below. It would be impracticable to defer the item. This notice has been issued to the chairman of the relevant overview and scrutiny committee.

Publication date: 22 January 2019

Issue reference: I50029393

Title	Pay Policy Statement
Purpose of decision	To approve the 2019 pay policy statement for publication.
To be considered by	
For recommendation to	Council 15 February 2019
Reason why it is impractical to give 28 days' notice	
Ward(s)	All Wards
Expected exemption class (see note B below)	Open
Lead cabinet member(s)	Cabinet member corporate strategy and budget
Lead director(s)	Chief executive
Lead officer(s)	Tracey Sampson, Head of HR and organisational development Tracey.Sampson@herefordshire.gov.uk
Background papers (see note C below)	

Notes

A Budget and policy framework:-

Council is responsible for determining the budget and policy framework and approving the plans and strategies within it. This framework comprises:

Policy

The adoption of the following plans and strategies:

- Annual library plan (if secretary of state requests) under s1(2) of the Public libraries and museums Act 1964

- Children and young people's plan under the children and young people's plan (England) regulations 2005
- Crime & disorder reduction strategy under s5 & 6 of the Crime and Disorder Act 1998
- Development plan documents under s15 of the Planning and Compulsory Purchase Act 2004
- Licensing authority policy statements under s349 of the Gambling Act 2005 and s5 Licensing Act 2003
- Local transport plan under s108(3) of the Transport Act 2000
- Youth justice plan under s40 of the Crime and Disorder Act 1998
- Pay policy statement under s38 of the Localism Act 2011
- Corporate plan
- Economic development strategy

Budget

Approve a balanced Revenue Budget and specifically:

- Approve the Council Tax Base
- Approve the rate of Council Tax and relevant precepts
- Approve the Gross Revenue Budget
- Approve the net spending limit for each major service element (Directorate)

And in doing so adopt the following plans or strategies to support the delivery of council budget:

- Revenue Budget for the next financial year
- Capital Investment Budget for the next financial year
- Medium Term Financial Strategy
- Reserves Strategy
- Statutory council tax calculations
- Treasury Management Policy, Treasury Management Practices and prudential indicators including the Minimum Revenue Provision

B Expected exemption class:-

- a) For items identified as 'exempt', it is anticipated that the report will contain exempt (confidential) information. In these circumstances, notice is served in accordance with Part 2, Section 5(2) (Procedures prior to private meetings) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 that consideration of this item may take place in private because the report may contain exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

C Background Papers are defined as:-

Those documents (not including draft documents) other than published works, that:

- a. relate to the subject matter of the report or, as the case may be, the part of the report; and
- b. in the opinion of the proper officer:
 - (i) disclose any facts or matters on which the report or an important part of the report is based; and

(ii) were relied on to a material extent in preparing the report.

Copies of background papers may be inspected on the council's website and at the customer services centres, during their normal opening hours, at:

Hereford: Blueschool House, Blueschool Street, Hereford HR1 2LX

Bromyard: 1 Cruxwell Street, Bromyard, HR7 4EB

Kington: 64 Bridge Street, Kington, HR5 3DJ

Ledbury: The Master's House, St. Katherines, High Street, Ledbury, HR1 1EA

Leominster: Leominster Library, 8 Buttercross, Leominster, HR6 8BN

Ross-on-Wye: Ross Library, Cantilupe Road, HR9 7AN

Other documents relevant to the decision may be submitted to the decision maker. Copies of these may be inspected on the council's website and at the customer services centres above. There may be a charge for posting, copying or other necessary charge for transmission in respect of any hard copies requested.