

Councillor Frank James (Mayor)

Present (for all or part of the meeting):-

Councillors:

Aspin K M	Loughran A M
Barron J A	McKeown B
Beatty F E	McNaughton A R
Carter E L	McNaughton D M
Cooke R P	Nixon A
Cooper A G	Nixon L
Cross B M	Pardesi G P K
Dodson M G	Pearce A N
Edgeller A P	Pert J M
Fordham I D	Powell J S
Godfrey A T A	Read J P
Hobbs A D	Reid A F
Hood J	Rouxel D P
James R A	Sandiford A J
Jones E G R	Thorley J
Jones P W	Winnington M J
Kenney R	
Leason P A	

Officers in attendance:-

T Clegg	-	Chief Executive
C Forrester	-	Deputy Chief Executive (Resources)
I Curran	-	Head of Law and Governance
W J Conaghan	-	Press and Communication Manager
J Dean	-	Democratic Services Officer

C44 Minutes

Minutes of the previous meeting held on 11 February 2025 were submitted and signed.

C45 Apologies

Apologies for absence were received from Councillors P C Edgeller, J A Nixon and M Phillips

C46 Announcements

The Mayor drew Members attention to a very moving display taking place next week on the evenings of 7 and 8 of March, as part of commemorations for the 80th anniversary of the end of World War 2.

The light and sound installation would be projected onto the Shire Hall in the Market Square between 7 and 9pm on both evenings on a continuous loop giving the opportunity for everyone to reflect on the sacrifices that were made both at home and across the globe allowing us to retain the freedoms that we enjoy today.

The Mayor added that this installation was making a tour of iconic landmarks across the country and was displayed on the Tower of London in November - so it was a real coup for the council that it was coming to Stafford.

The Mayor was proposing to hold two further fund raising events for this year's Mayor's Charity Appeal. The first one would be a Race Night on Friday 4 April at Stafford Polish Club, invitations had been sent out and the second a Social Evening on Friday 9 May at Stafford Rangers Social Club. Further details would be sent out, in due course.

C47 To receive Nominations for the Offices of Mayor and Deputy Mayor for the Municipal Year 2025/26

RESOLVED:- that the Council receive nominations of:-

- (a) Councillor J A Barron for the Office of Mayor for the Municipal Year 2025/26;
- (b) Councillor A G Cooper for the Office of Deputy Mayor for the Municipal Year 2025/26.

C48 Council Tax Resolution 2025/26

Considered the report of the Section 151 Officer - Deputy Chief Executive and Head of Law and Governance, proposing the level of Council Tax for 2025/26 inclusive of the County Council, Office of the Police and Crime Commissioner, Staffordshire Fire and Rescue Authority and individual Parish Council requirements.

Councillor R P Cooke introduced the report before reading the following prepared statement:-

"The Council Tax Resolution Report for 2025-26 sets out the Council tax rates for 2025/26.

The recommendations are:

- 1 That the proposed Council Tax as set out in the Council Tax Resolution in Appendix 1 be approved.

2 That a named vote be taken.

On 11 February 2025 Council approved the General Fund Revenue Budget for 2025-26 and set a Band D Council Tax for the Borough at £178.75. A 2.99% increase of 10p per week by the council.

The Council has now received notification from the major precepting authorities and from the parish/town precepting authorities of the relevant precepts.

As can be seen from the report, the great bulk of the Council Tax goes to the County Council. I make no comment on the needs of the other authorities, but I simply point out, once again, that although we are responsible for the collection of Council Tax, the great bulk of the amount collected goes elsewhere and not to the Borough.

The Council Tax Resolution is attached as Appendix 1 on page 7.

I would also ask members to note that the Council is required to review its Local Tax Reduction Scheme each year with any changes being approved by resolution of Council (para 5.11). No changes are proposed during 2025-26.

I ask Council to agree the recommendations.”

The proposal was seconded by the Leader of the Council.

In accordance with Paragraph 17.4(c) of the Council Procedure Rules, a recorded vote was taken; voting on the proposal was as follows:-

For	Against	Abstain
J A Barron		K M Aspin
E L Carter		F Beatty
R P Cooke		A G Cooper
I D Fordham		B M Cross
A T A Godfrey		M G Dodson
A D Hobbs		A P Edgeller
J Hood		R A James
F D J James		E G R Jones
R Kenney		P W Jones
P A Leason		L Nixon

For	Against	Abstain
A M Loughran		J M Pert
B McKeown		M J Winnington
A R McNaughton		
D M McNaughton		
A Nixon		
G P K Pardesi		
A N Pearce		
J S Powell		
J P Read		
A F Reid		
D P Rouxel		
A J Sandiford		
J Thorley		

The Mayor declared that the proposal was duly carried.

RESOLVED:- that the following be approved:-

- 1 It be noted that under the power delegated to the Council's Section 151 Officer, the Council calculated the Council Tax Base 2025/26
 - (a) *for the whole Council area as 49,634.15 [Item T in the formula in Section 31B of the Local Government Finance Act 1992, as amended (the "Act")]; and*
 - (b) *for dwellings in those parts of its area to which a Parish precept relates as shown below*

Parish	Taxbase
Adbaston	227.04
Barlaston	1,040.08
Berkswich	793.14

Parish	Taxbase
Bradley	230.05
Brocton	542.38
Chebsey	249.49
Church Eaton	293.83
Colwich	1,890.59
Creswell	877.81
Doxey	904.25
Eccleshall	2,156.93
Ellenhall	65.59
Forton	142.87
Fradswell	84.27
Fulford	2,285.54
Gayton	86.22
Gnosall	2,011.82
Haughton	457.32
High Offley	388.61
Hilderstone	277.43
Hixon	748.78
Hopton and Coton	844.90
Hyde Lea	187.68
Ingestre	84.10
Marston	88.73
Milwich	199.61
Norbury	200.04
Ranton	189.25
Salt and Enson	184.28
Sandon and Burston	171.18

Parish	Taxbase
Seighford	769.32
Standon	330.03
Stone Town	6,403.94
Stone Rural	750.96
Stowe by Chartley	194.15
Swynnerton	1,361.73
Tixall	130.07
Weston	478.00
Whitgreave	88.55
Yarnfield and Cold Meece	814.38
Sub Total	29,224.94
Unparished	
Stafford Town	19,943.11
MOD Contribution in Lieu	466.10
Council Tax Base	49,634.15

- 2 That the Council Tax requirement for the Council's own purposes for 2025/26 (excluding Parish precepts) is calculated at £8,872,104.31.
- 3 That the following amounts are calculated for the year 2025/26 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992:
 - (a) £56,723,148.13 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils.
 - (b) £46,313,560.00 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
 - (c) £10,409,588.13 being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act).

- (d) £209.73 being the amount at 3(c) above (Item R), all divided by Item T (1(a) above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
- (e) £1,537,483.82 being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act.
- (f) £178.75 being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by Item T (1(a) above), calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.
- (g) For the following parts of the Council's Area

Parish	Band D £.p
Adbaston	193.25
Barlaston	282.24
Berkswich	232.78
Bradley	242.51
Brocton	207.10
Chebsey	208.31
Church Eaton	202.68
Colwich	306.31
Creswell	191.41
Doxey	201.49
Eccleshall	216.01
Ellenhall	184.02
Forton	187.01
Fradswell	201.56
Fulford	224.78
Gayton	229.62
Gnosall	236.93
Haughton	233.99
High Offley	191.61
Hilderstone	223.62

Parish	Band D £.p
Hixon	234.84
Hopton and Coton	226.85
Hyde Lea	217.63
Ingestre	219.58
Marston	178.75
Milwich	223.16
Norbury	198.28
Ranton	206.49
Salt and Enson	223.97
Sandon and Burston	265.44
Seighford	203.38
Standon	213.08
Stone Town	242.74
Stone Rural	202.22
Stowe by Chartley	282.31
Swynnerton	202.90
Tixall	205.04
Weston	250.01
Whitgreave	196.94
Yarnfield and Cold Meece	214.24

being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at (1)(b) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

(h) For the following parts of the Council's area

Parish	Band A Disabled	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Adbaston	107.36	128.83	150.31	171.78	193.25	236.19	279.14	322.08	386.50

Parish	Band A Disabled	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Barlaston	156.80	188.16	219.52	250.88	282.24	344.96	407.68	470.40	564.48
Berkswich	129.32	155.19	181.05	206.92	232.78	284.51	336.24	387.97	465.56
Bradley	134.73	161.67	188.62	215.56	242.51	296.40	350.29	404.18	485.02
Brocton	115.06	138.07	161.08	184.09	207.10	253.12	299.14	345.17	414.20
Chebsey	115.73	138.87	162.02	185.16	208.31	254.60	300.89	347.18	416.62
Church Eaton	112.60	135.12	157.64	180.16	202.68	247.72	292.76	337.80	405.36
Colwich	170.17	204.21	238.24	272.28	306.31	374.38	442.45	510.52	612.62
Creswell	106.34	127.61	148.87	170.14	191.41	233.95	276.48	319.02	382.82
Doxey	111.94	134.33	156.71	179.10	201.49	246.27	291.04	335.82	402.98
Eccleshall	120.01	144.01	168.01	192.01	216.01	264.01	312.01	360.02	432.02
Ellenhall	102.23	122.68	143.13	163.57	184.02	224.91	265.81	306.70	368.04
Forton	103.89	124.67	145.45	166.23	187.01	228.57	270.13	311.68	374.02
Fradswell	111.98	134.37	156.77	179.16	201.56	246.35	291.14	335.93	403.12
Fulford	124.88	149.85	174.83	199.80	224.78	274.73	324.68	374.63	449.56
Gayton	127.57	153.08	178.59	204.11	229.62	280.65	331.67	382.70	459.24
Gnosall	131.63	157.95	184.28	210.60	236.93	289.58	342.23	394.88	473.86
Haughton	129.99	155.99	181.99	207.99	233.99	285.99	337.99	389.98	467.98
High Offley	106.45	127.74	149.03	170.32	191.61	234.19	276.77	319.35	383.22
Hilderstone	124.23	149.08	173.93	198.77	223.62	273.31	323.01	372.70	447.24
Hixon	130.47	156.56	182.65	208.75	234.84	287.03	339.21	391.40	469.68
Hopton and Coton	126.03	151.23	176.44	201.64	226.85	277.26	327.67	378.08	453.70
Hyde Lea	120.91	145.09	169.27	193.45	217.63	265.99	314.35	362.72	435.26
Ingestre	121.99	146.39	170.78	195.18	219.58	268.38	317.17	365.97	439.16
Marston	99.31	119.17	139.03	158.89	178.75	218.47	258.19	297.92	357.50
Milwich	123.98	148.77	173.57	198.36	223.16	272.75	322.34	371.93	446.32
Norbury	110.16	132.19	154.22	176.25	198.28	242.34	286.40	330.47	396.56
Ranton	114.72	137.66	160.60	183.55	206.49	252.38	298.26	344.15	412.98
Salt and Enson	124.43	149.31	174.20	199.08	223.97	273.74	323.51	373.28	447.94
Sandon and Burston	147.47	176.96	206.45	235.95	265.44	324.43	383.41	442.40	530.88
Seighford	112.99	135.59	158.18	180.78	203.38	248.58	293.77	338.97	406.76
Standon	118.38	142.05	165.73	189.40	213.08	260.43	307.78	355.13	426.16
Stone Town	134.86	161.83	188.80	215.77	242.74	296.68	350.62	404.57	485.48
Stone Rural	112.34	134.81	157.28	179.75	202.22	247.16	292.10	337.03	404.44
Stowe-by-Chartley	156.84	188.21	219.57	250.94	282.31	345.05	407.78	470.52	564.62

Parish	Band A Disabled	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Swynnerton	112.72	135.27	157.81	180.36	202.90	247.99	293.08	338.17	405.80
Tixall	113.91	136.69	159.48	182.26	205.04	250.60	296.17	341.73	410.08
Weston	138.89	166.67	194.45	222.23	250.01	305.57	361.13	416.68	500.02
Whitgreave	109.41	131.29	153.18	175.06	196.94	240.70	284.47	328.23	393.88
Yarnfield and Cold Meece	119.02	142.83	166.63	190.44	214.24	261.85	309.46	357.07	428.48
All other parts of the Council's area	99.31	119.17	139.03	158.89	178.75	218.47	258.19	297.92	357.50

being the amounts given by multiplying the amounts at (3)(f) and (3)(g) above by the number by which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

- 4 To note that the County Council, the Office of the Police and Crime Commissioner and the Fire Authority have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwellings in the Council's area as indicated in the table below.

Valuation Bands

	A £.p	B £.p	C £.p	D £.p	E £.p	F £.p	G £.p	H £.p
Staffordshire County Council	1081.14	1,261.33	1,441.52	1,621.71	1,982.09	2,342.47	2,702.85	3,243.42
Office of the Police and Crime Commissioner	191.71	223.67	255.62	287.57	351.47	415.38	479.28	575.14
Stoke-on-Trent and Staffs Fire Authority	61.18	71.38	81.57	91.77	112.16	132.56	152.95	183.54

- 5 That the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the aggregate amounts shown in the table below as the amounts of Council Tax for 2025/26 for each part of its area and for each of the categories of dwellings.

Parish	Band A Disabled	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Adbaston	1,219.05	1,462.86	1,706.69	1,950.49	2,194.30	2,681.91	3,169.55	3,657.16	4,388.60
Barlaston	1,268.49	1,522.19	1,775.90	2,029.59	2,283.29	2,790.68	3,298.09	3,805.48	4,566.58
Berkswich	1,241.01	1,489.22	1,737.43	1,985.63	2,233.83	2,730.23	3,226.65	3,723.05	4,467.66
Bradley	1,246.42	1,495.70	1,745.00	1,994.27	2,243.56	2,742.12	3,240.70	3,739.26	4,487.12
Brocton	1,226.75	1,472.10	1,717.46	1,962.80	2,208.15	2,698.84	3,189.55	3,680.25	4,416.30
Chebsey	1,227.42	1,472.90	1,718.40	1,963.87	2,209.36	2,700.32	3,191.30	3,682.26	4,418.72
Church Eaton	1,224.29	1,469.15	1,714.02	1,958.87	2,203.73	2,693.44	3,183.17	3,672.88	4,407.46
Colwich	1,281.86	1,538.24	1,794.62	2,050.99	2,307.36	2,820.10	3,332.86	3,845.60	4,614.72
Creswell	1,218.03	1,461.64	1,705.25	1,948.85	2,192.46	2,679.67	3,166.89	3,654.10	4,384.92
Doxey	1,223.63	1,468.36	1,713.09	1,957.81	2,202.54	2,691.99	3,181.45	3,670.90	4,405.08
Eccleshall	1,231.70	1,478.04	1,724.39	1,970.72	2,217.06	2,709.73	3,202.42	3,695.10	4,434.12
Ellenhall	1,213.92	1,456.71	1,699.51	1,942.28	2,185.07	2,670.63	3,156.22	3,641.78	4,370.14
Forton	1,215.58	1,458.70	1,701.83	1,944.94	2,188.06	2,674.29	3,160.54	3,646.76	4,376.12
Fradswell	1,223.67	1,468.40	1,713.15	1,957.87	2,202.61	2,692.07	3,181.55	3,671.01	4,405.22
Fulford	1,236.57	1,483.88	1,731.21	1,978.51	2,225.83	2,720.45	3,215.09	3,709.71	4,451.66
Gayton	1,239.26	1,487.11	1,734.97	1,982.82	2,230.67	2,726.37	3,222.08	3,717.78	4,461.34
Gnosall	1,243.32	1,491.98	1,740.66	1,989.31	2,237.98	2,735.30	3,232.64	3,729.96	4,475.96
Haughton	1,241.68	1,490.02	1,738.37	1,986.70	2,235.04	2,731.71	3,228.40	3,725.06	4,470.08
High Offley	1,218.14	1,461.77	1,705.41	1,949.03	2,192.66	2,679.91	3,167.18	3,654.43	4,385.32
Hilderstone	1,235.92	1,483.11	1,730.31	1,977.48	2,224.67	2,719.03	3,213.42	3,707.78	4,449.34
Hixon	1,242.16	1,490.59	1,739.03	1,987.46	2,235.89	2,732.75	3,229.62	3,726.48	4,471.78
Hopton and Coton	1,237.72	1,485.26	1,732.82	1,980.35	2,227.90	2,722.98	3,218.08	3,713.16	4,455.80
Hyde Lea	1,232.60	1,479.12	1,725.65	1,972.16	2,218.68	2,711.71	3,204.76	3,697.80	4,437.36
Ingestre	1,233.68	1,480.42	1,727.16	1,973.89	2,220.63	2,714.10	3,207.58	3,701.05	4,441.26
Marston	1,211.00	1,453.20	1,695.41	1,937.60	2,179.80	2,664.19	3,148.60	3,633.00	4,359.60
Milwich	1,235.67	,482.80	1,729.95	1,977.07	2,224.21	2,718.47	3,212.75	3,707.01	4,448.42

Parish	Band A Disabled	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p	£.p
Norbury	1,221.85	1,466.22	1,710.60	1,954.96	2,199.33	2,688.06	3,176.81	3,665.55	4,398.66
Ranton	1,226.41	1,471.69	1,716.98	1,962.26	2,207.54	2,698.10	3,188.67	3,679.23	4,415.08
Salt and Enson	1,236.12	1,483.34	1,730.58	1,977.79	2,225.02	2,719.46	3,213.92	3,708.36	4,450.04
Sandon and Burston	1,259.16	1,510.99	1,762.83	2,014.66	2,266.49	2,770.15	3,273.82	3,777.48	4,532.98
Seighford	1,224.68	1,469.62	1,714.56	1,959.49	2,204.43	2,694.30	3,184.18	3,674.05	4,408.86
Standon	1,230.07	1,476.08	1,722.11	1,968.11	2,214.13	2,706.15	3,198.19	3,690.21	4,428.26
Stone Town	1,246.55	1,495.86	1,745.18	1,994.48	2,243.79	2,742.40	3,241.03	3,739.65	4,487.58
Stone Rural	1,224.03	1,468.84	1,713.66	1,958.46	2,203.27	2,692.88	3,182.51	3,672.11	4,406.54
Stowe-by-Chartley	1,268.53	1,522.24	1,775.95	2,029.65	2,283.36	2,790.77	3,298.19	3,805.60	4,566.72
Swynnerton	1,224.41	1,469.30	1,714.19	1,959.07	2,203.95	2,693.71	3,183.49	3,673.25	4,407.90
Tixall	1,225.60	1,470.72	1,715.86	1,960.97	2,206.09	2,696.32	3,186.58	3,676.81	4,412.18
Weston	1,250.58	1,500.70	1,750.83	2,000.94	2,251.06	2,751.29	3,251.54	3,751.76	4,502.12
Whitgreave	1,221.10	1,465.32	1,709.56	1,953.77	2,197.99	2,686.42	3,174.88	3,663.31	4,395.98
Yarnfield and Cold Meece	1,230.71	1,476.86	1,723.01	1,969.15	2,215.29	2,707.57	3,199.87	3,692.15	4,430.58
All other parts	1,211.00	1,453.20	1,695.41	1,937.60	2,179.80	2,664.19	3,148.60	3,633.00	4,359.60

6 That it is determined in accordance with Section 52ZB of the Local Government Finance Act 1992 that the Council's basic amount of Council Tax for 2025/26 is not excessive in accordance with the principles determined by the Secretary of State under Section 52ZC of that Act.

C49 Treasury Management Strategy, Minimum Revenue Provision Policy, Annual Investment Strategy 2025-26

Considered the report of the S151 Officer and Deputy Chief Executive seeking approval to:-

- Prudential and Treasury Indicators - setting of indicators to ensure that the capital investment plans of the Council were affordable, prudent and sustainable;
- The Minimum Revenue Provision (MRP) Policy;
- Treasury Management Strategy Statement for 2025/26 - to set treasury limits for 2025/26 to 2027/28 and to provide a background to the latest economic forecasts of interest rates; and
- Annual Investment Strategy 2025/26 - to set out the strategy of investment of surplus funds.

Councillor R P Cooke introduced the report before reading the following prepared statement:-

“This is a dense, technical and lengthy report so I will briefly highlight the salient points and encourage any members who want to ask detailed questions to approach the Council’s Section 151 Officer for an explanation. I would add that this report has also been considered at a recent Audit and Accounts Committee meeting and is submitted to Council as required.

The purpose of the report is covered in Section 1 and the recommendations are shown in Section 2.

The Council is required to approve its treasury management, investment and capital strategies so that cash flow is planned and surplus monies are invested appropriately. This is a significant function of Treasury Management. The second main function is the funding of the Council’s capital plans. These plans provide a guide to the borrowing needs of the Council.

The balance of debt and investment operations aim to give the Council the ability to meet spending commitments as they occur either on day-to-day revenue or for larger capital projects. It is also vital that there is adequate security for the reserves and balances invested.

Thus, this report sets the guidelines for the Council’s Treasury Strategy for the year ahead. The primary function is to set key performance indicators, which will be monitored, to give assurance to Members of the Council and the wider public that the Council is complying with best practice in terms of Treasury Management and value for money. These indicators will ensure that the capital investment plans of the Council are affordable, prudent and sustainable.

The report also contains an analysis of the wider economic picture. This highlights a lot of the instability that is being seen in the macro-economic Environment that is impacting on the Council and which we discussed when setting the Budget.

The Minimum Revenue Provision policy states how the Council will make adequate provision to repay any borrowing it takes on. It has adopted a policy in line with best practice and which is deemed to be prudent by the Section 151 Officer.

The Annual Investment Strategy ensures that the Council only invests with organisations that meet the highest levels of creditworthiness. Even then, there are limits on investments the Council can place with any one of them to ensure that risk is minimised.

I also wish to express my thanks to all Members to the Treasury Team for producing this report and for all the very important work they do in protecting and generating funds for the Council in a cautious and prudent manner.

I ask members to agree the recommendations set out in Section 2 of the report.”

The proposal was seconded by the Leader of the Council.

The matter was then put to the vote and subsequently declared to be carried.

RESOLVED:- that the following be approved:-

- (a) The Prudential and Treasury Indicators;
- (b) The MRP Policy Statement;
- (c) The Treasury Management Policy;
- (d) The Annual Investment Strategy for 2025/26.

C50 Localism Act 2011 - Pay Policy Statement 2025-26

Considered the report of the Head of Transformation and Assurance.

Councillor R P Cooke introduced the report before reading the following prepared statement:-

“This report sets out the Council’s Pay Policy Statement for 2025 to 2026 which we have a statutory duty to prepare and publish.

The purpose of a Pay Policy Statement is to provide transparency in the Council’s approach to setting the pay of its employees. In broad terms the statement sets out the Council’s policy on the level and elements of remuneration for each officer and then compares the remuneration to that of its other officers, primarily the lowest paid.

The report shows what should be included in the pay policy statement, how the process should unfold, the timescale and how it should be published.

As the pay awards for NJC (National Joint Council) Green Book Employees from 1 April 2025 are currently under national negotiation, the rates set out in the statement are those for 2024.

The grading of job roles for Chief Officers and senior managers is determined by the Hay Evaluation Scheme and for other staff by reference to the NJC Job Evaluation Scheme.

The Council does not make use of performance related pay or bonuses.

The Council has a shared Leadership Team with Cannock Chase Council and so the salary costs of these posts are shared between the two councils.

I ask Council to approve the Pay Policy Statement as set out in Appendix 1”.

The proposal was seconded by the Leader of the Council.

The matter was then put to the vote and subsequently declared to be carried.

RESOLVED:- that the Pay Policy Statement as set out in appendix 1 of the report be approved.

C51 Proposed Purchase of Civic Centre, Stafford - Confidential

The Leader of the Council advised Members that further detail in respect of this matter was awaited in order to allow a fully informed decision be made, and as such requested that consideration of said item be deferred.

RESOLVED:- that consideration of the matter be deferred to a future meeting of the Council, pending receipt of all appropriate information.

MAYOR