



CABINET – 16 July 2025

Notice of Recommendations from the Overview and Scrutiny Board Meeting held on 15 July 2025, for provision to Cabinet meeting of 16 July 2025.

Action required – for consideration by Cabinet and publication of a response within 2 months of 16 July 2025.

O&S Board Agenda 7 – Enhancement to Pay and Reward Offer (Cabinet agenda item 10)

The Overview and Scrutiny Board supported the following recommendations to Council within the Cabinet report:

- a) Agree the additional costs associated with enhancing the proposed Pay and Reward offer.
- b) Agree the additional savings proposals outlined in Appendix 1 to ensure the cost implications of the proposal remain consistent with the February 2025 endorsed Medium Term Financial Plan.
- c) Agrees the details of the enhanced offer shown in Appendix 4 and 5 that will form the basis of the signed collective agreement with our recognised trade unions.
- d) Approves the recommended implementation date of 1 December 2025.

O&S Board Agenda Item 8 – Scrutiny of Budget related Cabinet reports (MTFP Update report – Cabinet agenda item 7)

The Overview and Scrutiny Board endorsed the work of Members and Officers around SEND as set out in recommendation C of the report as follows:

In respect of the SEND deficit, note the update and acknowledges the action taken by the Leader and the Director of Finance

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