

**NON EXEMPT**

## **HAVANT BOROUGH COUNCIL**

---

**Council**

**23 September 2020**

**Pay Policy Statement 2020/21**

**FOR DECISION**

**Cabinet Lead: Cllr Lulu Bowerman**

**Head of Service: Caroline Tickner, Head of Organisational  
Development**

**Key Decision: No**

---

### **1.0 Purpose of Report**

1.1. This report is submitted on the recommendation of the Joint Human Resources Committee (meeting 13 July 2020) to Havant Borough Council. This meets a statutory requirement to publish a Pay Policy statement annually.

### **2.0 Recommendation**

2.1. Pay Policy Statement for Havant Borough Council be approved.

### **3.0 Executive Summary**

3.1. The Localism Act 2011 places specific obligations on local authorities to be transparent and accountable for the way in which pay, and awards are applied.

3.2. The Act requires each authority to produce a pay policy statement annually to ensure pay information is available to members of the public for all levels of staff from chief officer level to the lowest paid employee. Whilst salary is a central feature of the statement, there is also a requirement for transparency on other types of remuneration such as fees, allowances, benefits in kind, termination payments etc.

3.3. The current pay policy statement for the council has been reviewed to ensure its accuracy for publication for 2020/21.

#### **4.0 Additional Budgetary Implications**

4.1. Nil

#### **5.0 Background and relationship to the Corporate Strategy and Directorate Business Plan/s**

5.1. The publication of pay policy statement is a statutory requirement under the Localism Act 2011.

#### **6.0 Options considered and reasons for the recommendation**

6.1. N/A

#### **7.0 Resource Implications**

7.1. Financial Implications

None identified

7.2. Human Resources Implications

None identified

7.3. Information Governance Implications

None identified

7.4. Other Resource Implication (*if appropriate*)

None identified

#### **8.0 Legal Implications**

8.1. The publication of the pay policy statements is a statutory requirement. We are fulfilling all legal obligations by publishing the statements.

#### **9.0 Risks**

9.1. There is a risk of non-compliance in respect of the authority executing its statutory duties however by providing this statement of fact on pay, this is mitigated.

#### **10.0 Consultation**

10.1. Executive Board have been consulted on the pay policy statement of the authority and have approved the attached.

## **11.0 Communication**

11.1 The pay policy statement will be published on the council website and become available to the public following approval at Full Council.

12.0 Appendices:

Appendix 1 – Havant Borough Council Pay Policy Statement 2020/21

13.0 Background Papers: None

Agreed and signed off by:

Monitoring Officer: 30th June 2020

S151 Officer: 25th June 2020

Director: 26th June 2020

Cabinet Lead: Cllr. Bowerman: 8<sup>th</sup> September 2020

**Contact Officer: Gina King**  
**Job Title: HR Advisor**  
**Telephone: Ext 46110**  
**E-Mail: [gina.king@easthants.gov.uk](mailto:gina.king@easthants.gov.uk)**