
NON-EXEMPT

EAST HAMPSHIRE DISTRICT COUNCIL/HAVANT BOROUGH COUNCIL

Joint HR Committee

23rd March 2021

Pay Policy Statement 2021

FOR DECISION

Portfolio Holder: Cllr Lulu Bowerman Cabinet Lead and Cllr Nick Drew
Portfolio Holder

Key Decision: No

1.0 Purpose

- 1.1. This report is submitted to Joint Human Resources Committee (JHR) in order to meet a statutory requirement to publish a Pay Policy statement annually.

2.0 Recommendation

- 2.1. JHR is recommended to approve the Pay Policy Statement for each Council, for approval at Full Council.

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 pay policy statement also requires each council to publish the relationship between the remuneration of “Chief Officers” and “employees who are not Chief Officers”. The recommended multiplier is that the ratio is no more than 20x the lowest paid employee¹. The councils are both significantly well below this multiplier and benchmarking with other similar councils would indicate that the councils are in step or below the multipliers of other councils.

3.4. The current pay policy statements for each council have been reviewed to ensure their 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 statements is a statutory requirement under the Localism Act 2011.

6.0 Resource Implications

6.1. Financial Implications

None identified

6.2. Human Resources Implications

None identified

¹ The Hutton Review

6.3. Information Governance Implications

None identified

6.4. Other Resource Implication (*if appropriate*)

None identified

7.0 Legal Implications

7.1. The publication of the pay policy statements is a statutory requirement.

We are fulfilling all legal obligations by publishing the statements

8.0 Risks

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

Monitoring Officer Comments:

12th March 2021

No further comment to the legal implications comments above

9.0 Consultation

9.1. Unison will be informed about the pay policy statements of each council.

10.0 Communication

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

11.0 Appendices:

Appendix A – East Hampshire District Council Pay Policy Statement 2021

Appendix B – Havant Borough Council Pay Policy Statement 2021

12.0 Background Papers: None

Agreed and signed off by:

Monitoring Officer:	Daniel Toohey	12.03.2021	
S151 Officer:	Matthew Tiller	11.03.2021	
Director:	Lydia Morrison	11.03.2021	
Portfolio Holder:	Cllr. Drew	11.03.2021	Cllr. Bowerman 15.03.2021

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