
NON-EXEMPT

HAVANT BOROUGH COUNCIL

HR Committee

23rd March, 2022

Pay Policy Statement 2022/23

FOR DECISION

Portfolio Holder: Cllr Narinder Bains

Key Decision: No

Report Number: HBC/034/2022

1. Purpose

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

2. Recommendation

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

3. 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 the 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 council is significantly well below this multiplier and benchmarking with other similar councils would indicate that the council is in step or below the multipliers of other councils.

3.4. The current pay policy statement for the council has been reviewed to ensure its accuracy for publication for 2022/23.

4. Additional Budgetary Implications

4.1. None

5. Background and relationship to Corporate Strategy and/or Business Plans

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

6. Options considered

1. Implement the pay policy statement as this is a statutory requirement.
2. Do nothing. This will mean the council is in breach of the Localism Act 2011.

7. Resource Implications

7.1. Financial Implications

None identified.

S151 Officer comments

Date: 17th January 2022

No additional financial implications.

7.2. Human Resources Implications

¹ The Hutton Review

None identified.

7.3. Information Governance Implications

None identified.

Other resource implications

There will be a requirement for communications support to publish the policy on the council's website.

7.4 Links to Shaping Our Future Programme

There are no direct links to the SoF programme however we will need to continue to annually monitor the ratio between the Chief Executive and the lowest paid employee as transformation work develops in the council.

Chief Operating Officer comments

Date: 20th January 2022

There are no direct impacts to the Shaping Our Future Programme from this report.

Kim Sawyer

7.5 Other resource implications

There are no other resource implications identified.

8. Legal Implications

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

Legal Implications

Monitoring Officer

Date: 11th January 2022

All Legal Implications are sound.

Surinder Atkar

9. Risks

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

10. Consultation

- 10.1. Unison will be informed about the pay policy statement of the council.

11. Communication

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

12. Appendices

Appendix A – Havant Borough Council Pay Policy Statement 2022/23

Appendix B – Havant Borough Council Senior Salaries

13. Background papers

- 13.1. None

Agreed and signed off by:

Portfolio Holder: Cllr. Narinder Bains 16th February 2022

Director: 20th January 2022

Monitoring Officer: 11th January 2022

Section 151 Officer: 17th January 2022

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