
NON-EXEMPT

EAST HAMPSHIRE DISTRICT COUNCIL

Council

29 April 2021

Pay Policy Statement 2021

FOR DECISION

Portfolio Holder: Cllr Nick Drew Portfolio Holder

Key Decision: No

1.0 Purpose

1.1. This report is submitted to Full Council to consider the recommendation made by the Joint Human Resources Committee (JHR) on 23 March 2021 to approve the Pay Policy Statement in order to meet the statutory requirement that a Pay Policy Statement be published annually.

2.0 Recommendation

2.1. Council is recommended to approve the Pay Policy Statement for East Hampshire District 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 the 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 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.

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 Statement will be published on the council website and become available to the public following approval.

11.0 Appendices:

Appendix A – East Hampshire District 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

Contact Officer: Gina King
Job Title: HR Advisor
Telephone: Ext 46110
E-Mail: gina.king@easthants.gov.uk