

**Public**  
**Key Decision - No**

## **HUNTINGDONSHIRE DISTRICT COUNCIL**

**Title/Subject Matter:** Pay Policy Statement 2021/22

**Meeting/Date:** Employment Committee – 10 February 2021,  
Full Council 24 February 2021

**Executive Portfolio:** Cllr David Keane (DK)

**Report by:** Strategic HR Manager (AW)

**Ward(s) affected:** N/A

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### **Executive Summary:**

The Localism Act 2011 requires each local authority to produce an annual Pay Policy Statement. The purpose of the Pay Policy Statement is to ensure transparency and accountability with regards to our approach to setting pay.

The Statement must be agreed by Full Council and published on our Website by 31st March 2021. It must set out the authority's policies relating to the remuneration of its chief officers, the remuneration of its lowest-paid employees and the relationship between the remuneration of chief officers and of other employees. Including the ratio of pay of the top earner and that of the median earner.

The Pay Policy Statement attached sets out the Council's current policies and standard practices and should satisfy the requirements of the Localism Act 2011. Much of the information required is already published by the Council on its website.

Once adopted, the Pay Policy Statement will be publicised on the Council's website along with the data on senior salaries that is already published under the Code of Recommended Practice for Local Authorities on Data Transparency 2011 through the Annual accounts.

### **Recommendation(s):**

The Committee is asked to recommend the Council to approve the Pay Policy Statement for 2021/22.

## **1. PURPOSE OF THE REPORT**

- 1.1 The report draws Employment committee's attention to the Annual Pay Policy Statement for 2021/22.

## **2. WHY IS THIS REPORT NECESSARY/BACKGROUND**

- 2.1 The Localism Act 2011 requires each local authority to produce an annual Pay Policy Statement. The purpose of the Pay Policy Statement is to ensure transparency and accountability with regards to our approach to setting pay.
- 2.2 Employment Cttee are asked to review and agree the Pay Policy statement, which can then be taken to full council, before publication on our website by 31 March 2021.

## **3. KEY IMPACTS / RISKS**

- 3.1 It is a statutory requirement for the council to publish this Annual Pay Policy statement.

## **4. WHAT ACTIONS WILL BE TAKEN/TIMETABLE FOR IMPLEMENTATION**

- 4.1 Employment Committee to review 10 February, Full Council to review 24 February. Publication on HDC Website by 31 March 2021.

## **5. LIST OF APPENDICES INCLUDED**

Appendix 1 – 2021-2022 Pay Policy Statement

## **CONTACT OFFICER**

Name/Job Title: Aileen Whatmore, Strategic HR Manager  
Tel No: 07596 333940  
Email: aileen.whatmore@huntingdonshire.gov.uk