

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

## **HUNTINGDONSHIRE DISTRICT COUNCIL**

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

**Meeting/Date:** Full Council - 24 February 2021.

**Executive Portfolio:** Cllr David Keane, Executive Councillor for Corporate Services.

**Report by:** Strategic HR Manager.

**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.

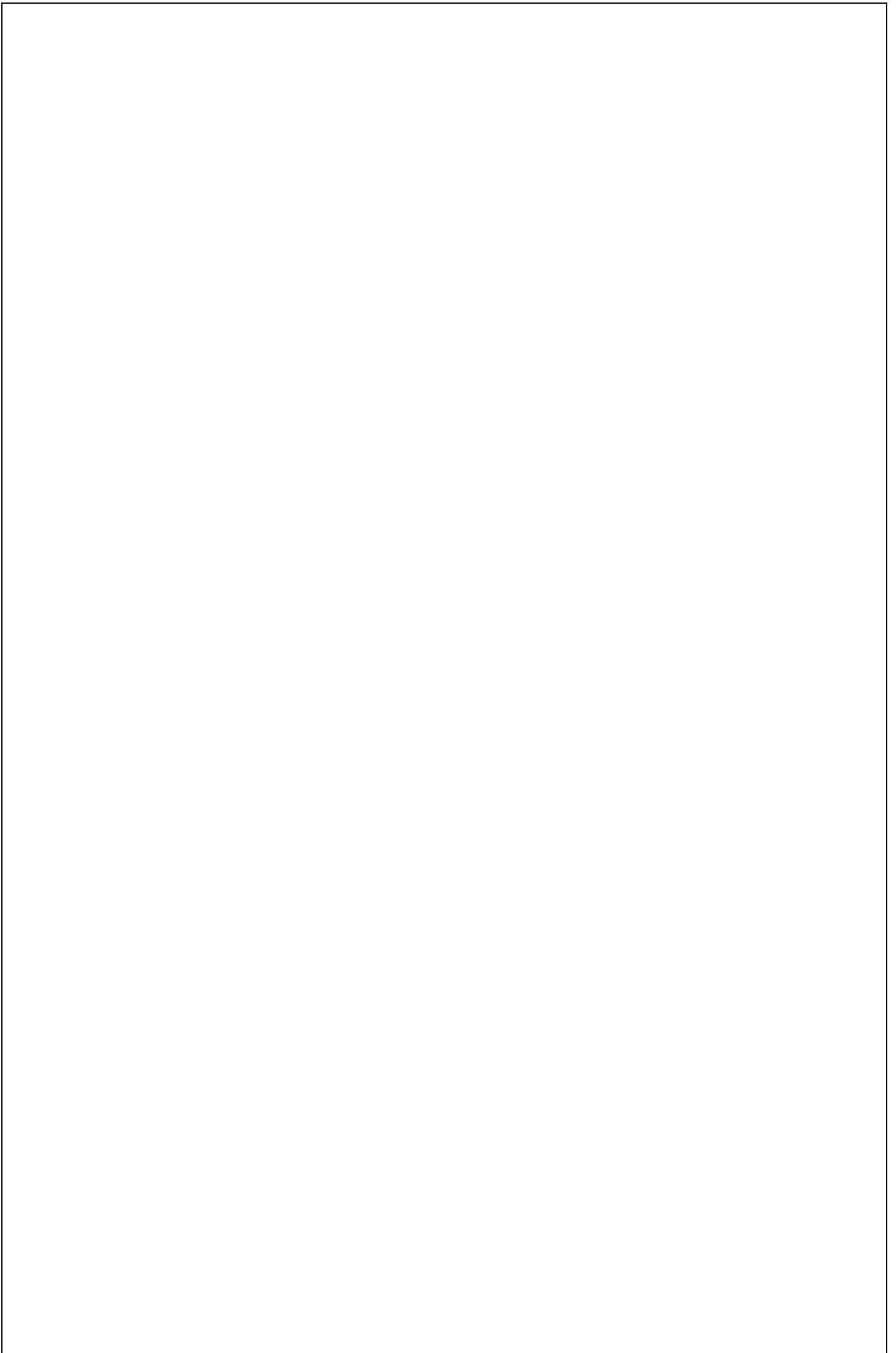
Once adopted, the Pay Policy Statement will be publicised on the Council's website along with the data on senior salaries that is already published under the Code of Recommended Practice for Local Authorities on Data Transparency 2011 through the Annual accounts.

The Statement was endorsed at the meeting of the Employment Committee held on 10th February 2021.

The Council is:

### **RECOMMENDED**

to approve the attached Pay Policy Statement for 2021/22.



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

- 1.1 The report presents the Council's Annual Pay Policy Statement to Council.

## **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 The Council are asked to approve the Pay Policy statement, 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 approve 24 February. Publication on HDC Website by 31 March 2021.

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

Appendix 1 – 2021-2022 Pay Policy Statement

## **CONTACT OFFICER**

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